

NEW FOR LOCAL 869

Proper Work Attire

May 31, 2024

Mr. Romaine McKinney III
President, Local No. 869, UAW
24257 Mound Road
Warren, MI 48091

Dear Sir:

On the subject of proper work attire in the plant, Management and the Union concur with the corporate policy as it relates to Proper Work Attire

Proper clothing includes:

A solid fabric shirt with at least a t-shirt length sleeve. Solids fabric pants must reach down to your shoes. This attire must be worn at all times while on the plant's manufacturing floor including labs, basement, powerhouse, and baler house.
Clothing such as "hospitals scrubs", pajama bottoms, capris, nylon jogging clothes, spandex, jeggings, yoga type pants, or shorts are not to be worn.

Employees must wear proper work shoes as they come into work, unless they enter directly into a locker room and change before coming onto the manufacturing floor.

Shoes must have full solid upper construction as shown above. Lightweight materials including mesh, canvass crocs, or Ugg's are not allowed on the shop floor. Open toe or high heels are also not allowed.

Other tips:

- Even during hot summer months, proper work attire is still required.
- Avoid wearing dangling jewelry for your own safety.
- To avoid the risk of hair being caught in equipment, pull hair back.

(N-11) Seniority Bid Language

Seniority Bid Language

Open positions will be posted for five (5) days for employees to bid according to the following:

- Skilled Trades Crew
- Press Room / Production by Business Unit
- Assembly / Production by Business Unit
- MLM / Non-Production by Business Unit

(N-14) Supervision

Employees shall be directed in the performance of their operation by their unit leader. In the absence of the employee's normal unit leader, where such absence required utilization of someone other than the unit leader, the employees will be informed from whom they will take instruction.

(N-15) Scope of Work Committee

Management and the Union agreed to form a Scope of Work Committee, which consists of a representative from each trade (journeyman/journeywoman) that will meet with members of Management and UAW Elected Officials for one (1) hour per month until such time the handbook has been created, then quarterly thereafter or when new equipment enters the facility to discuss and review historical and current scopes of work by trade, with the intent to provide more clarity to tradespeople and improve operational efficiency.

(N-16) Toolboxes

Toolboxes

Toolboxes shall be purchased for all new hire Skilled Trades members. Any Skilled Trades employee hired since 2003 Local Agreement, who did not receive a company purchased toolbox shall be so included. Any Skilled Trade employee whose toolbox incurs damage that was caused due to unintentional accident shall have said toolbox replaced.

(N-17) Auditors

Auditors

There will be Auditors on every shift for Pressroom and Assembly Departments.

(N-17) Joint Audit

- ME Department Manager and Skilled Trades Committeeman to perform audit walks (ventilation, roof leaks, ergo matting 2x's month and collaboratively report out top priorities in 1st Joint Leadership meeting of each month).
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- Assembly Center Manager and Assembly Committeeman to perform audit walks (Fans, ergo matting, roof leaks 2x's month and collaboratively report out top priorities in the 1st Joint Leadership meeting of each month).
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- Press Center Manager and Press Committeeman to perform audit walks (Fans, ergo matting, roof leaks 1 time per week and collaboratively report out top priorities in the 1st Joint Leadership meeting of each month).
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- MLM Center and MLM Committeeman to perform audit walks (roof leaks 1 time per week and collaboratively report out top priorities in the 1st Joint Leadership meeting of each month).
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- - The Joint Leadership Team will review the priorities from each department and collectively determine top plant priorities and update the matrixes accordingly and work toward closure.

(N-19) Pressroom, Die Setters and Tabs

PRESSROOM:

When an employee volunteers or is transferred to another shift, they will report to the effected business unit on the new shift.

When an employee volunteers or is transferred to another shift they cannot bump a employee out of their current work area.

Management will provide Standard Operating Procedures (SOP's) when requested by an employee.

Management will notify the Press Room Committeeman and Center Manager any time there is a change to an SOP.

DIE SETTERS:

Management will endeavor to ensure that all die setter work will be performed by fully trained and coded die setters.

It is the responsibility of the die setter supervisor and die set team to locate all dies that are to be staged.

TABS:

Tabs will be selected based on seniority and current ability.

Skilled Trades

June 25, 2024

Mr. Romaine Mckinney III
President, Local No. 869, UAW
24257 Mound Road
Warren, MI 48091

Dear Sir:

Personal Industrial Vehicles

In order to accommodate the Skilled Trades in the safe and efficient performance of their duties, all Facilities Skilled Trades shall be licensed to operate PIV's in addition to any other

equipment they may operate and at least 2 Welder Repair, 2 Die Maker, and 2 Toolmakers on each shift shall be licensed for Three-wheel carts and flatbeds.

Additionally, the Skilled Trades Committeeman and the Maintenance Engineering Manager shall within 30 days of ratification of the Local Agreement and annually thereafter assess the number, area, and need for three-wheel carts, three-wheel bikes, and flatbeds to determine purchasing or repair needs.

Jitney Repair Weekend/Holiday Support

Jitney Repair shall be scheduled to support production as a part of normal operations. Jitney Repair shall perform such work as normally done during the week unless there is an equipment breakdown requiring their attention.

J1 Utilization

Skilled Trades onboarding as a J1 into a related trade shall be placed on that trades overtime list after completing any required safety training they would not otherwise have had in their original trade or after 60 days, whichever comes first.

Skilled Trades Overtime Equalization

Management will endeavor to equalize OT across operating shifts.

Skilled Trades Rotational Force

Forcing on Saturdays shall be done by a rotational force list. This list shall be administered by the Skilled Trades Steward on each shift and shall be populated by all Journeyman and J1 transfers on each shift in each classification by seniority from lowest to highest. The rotation shall begin after the first force is made, initially the lowest seniority employee and there after the force shall be applied to the next employee on the list that the previous week did not reach. The Steward shall provide the corresponding supervisor with the list in the order that it may be applied. The ability to opt out when having worked two consecutive Saturdays or because of vacation time off shall continue to be adhered to as per the 2023 UAW-FCA US LLC Production, Maintenance, and Parts Agreement.

Carpenters and Painters

If the scope of work (creating new crosswalks, new stop signs, and new no storage foot printing) is deemed to extensive to be accomplished by the existing painters and carpenters the following trades will be canvassed to perform such work; Sheet Metal Worker, Millwright / Welder, Pipefitters, and Machine Repair.

MLM and Production will do their own touch up and foot printing painting along with other miscellaneous painting tasks within their respective work areas. Team members performing paint related activities will be tabbed in accordance with Section 105 - tab painters.

Very truly yours.

Andrea Adler
Labor Relations Supervisor
FCA US LLC
WARREN STAMPING PLANT

Memorandum of Understanding

**Between UAW Local 869 and Warren Stamping
Regarding Assembly Department**

The Company and the Union met extensively regarding the Assembly Department's demands during the course of Local Negotiations.

In support of our mutual interests, the parties have agreed to the following:

- **Safety Talks** – Safety Talks shall be delivered in a group setting with no more than twenty (20) – thirty (30) employees or on an individual basis as determined by the supervisor completing the talk.
- **Transfer – Reassignment** – Management agrees to reassign employees who have been transferred to other groups or departments to their new home group within ten (10) working days.
- **Returning from Leaves** – Employees who are absent from work because of leave of absence, temporary layoff, vacation or training for less than ninety (90) days will return to their team or line. Greater than ninety (90) days, employees will report to the Department.
- **Temporary Transfers** – In the instance it becomes necessary to temporarily transfer employees from Department 9760 to Department 9740, lesser seniority employees working in the department will be transferred provided there are no high seniority volunteers.
- **Spark Curtains** – Management will take appropriate actions to address sparks created by production/welding processes. Management will install spark curtain protection where it is needed in a timely manner.
- **Reporting Late to Line – Assembly** – An employee who is late coming to the line at the start of the shift will be shipped out to another group or department with the existing practice, unless they are needed in their work group.
- **Standard Operating Procedure (SOP) Posting** – Every line in Assembly will have SOPs posted.
- This Memorandum of Understanding – Assembly Department expires at the end of the 2023 UAW Stellantis (FCA US LLC) Agreement.

**Memorandum of Understanding
Between UAW Local 869 and Warren Stamping
Regarding Metal Finishers Department**

The Company and the Union met extensively regarding the Metal Finishers Department's demands during the course of Local Negotiations.

In support of our mutual interests, the parties have agreed to the following:

- **Training** – A jointly approved training program will be put into place for Metal Finishers to include classification and on the job training. This includes a joint certification procedure. Once an employee has been selected for technical training, Management agrees to not remove them from the training course until training is completed.
- **Tooling** – Metal Finishers shall be furnished with the proper tool's and will be trained in procedures to ensure maximum on the job training.

- **Leveled Timeline** – Metal Finishers who have previously held that classification, but were leveled because of reduction in the department will be given first opportunity to return within one (1) year time period. Metal Finishers Departmental openings will be filled in compliance with Section 66c of the National Production and Maintenance Agreement.
- **Team Leader Concessions** – Grant all Metal Finisher Team Leaders the same minutes as other Non-skilled Team Leaders at the beginning of the shift to discuss defects, best repair techniques, 5s and filing out the daily informational board.
- **Safety Talks** – Safety Talks shall be delivered in a group setting.
- **Line Assistance** – The lowest seniority coded Metal Finisher, with the appropriate skill level per that shift will be the first to repair on the back of the line.
- **Department Adds** – When increasing the Metal Finishing Department, the person who will be trained must be picked from the 66c list as outlined in the National Agreement.
- This Memorandum of Understanding – Assembly Department expires at the end of the 2023 UAW Stellantis (FCA US LLC) Agreement.

**Memorandum of Understanding
Between UAW Local 869 and Warren Stamping
Regarding Plant Shift Times**

The parties have engaged in extensive discussions regarding plant shift times, and the plant has reviewed and values the employee desires as expressed in the Employee Engagement Survey regarding shift times. As a result, the parties agree to the following as it relates to Plant Shift Times:

- Within thirty (30) days of ratification, Warren Stamping's Shift Times will be as follows:
 - First Shift 7:00am - 3:00pm
 - Second Shift 3:00pm - 11:00pm
 - Third Shift 11:00pm - 7:00am
- The Plant agrees to maintain this shift schedule unless and until it provides ninety (90) days' notice to the Local of any future modification of shift times. [OR]
- The Plant Manager agrees to maintain this shift schedule for the period that he is the Plant Manager.

(A) Supplemental Seniority Agreement

This Supplemental Seniority Agreement dated XXX between the Company the DaimlerChrysler Corporation Warren Stamping Plant and UAW Local Union 869 is a supplemental to the National Agreement between FCA US LLC and the International Union U.A.W. Layoff, recall, transfer and promotion at the Warren Stamping Plant shall be in accordance with all applicable provisions set forth in the National Agreement between FCA and the International Union U.A.W. dated XXXX.

For purposes of implementation of the provisions set forth in section 61(a), (b), (c), (d), (e) of the National Agreement, Exhibit "A" attached lists (I) departments comprising a division and (II) departments designated for other purposes.

Skilled trades layoff and recall shall be in accordance with the applicable provisions set forth in the Supplemental Agreement pertaining to skilled trades employees.

I.

~~As permitted in Section (57) of the National DaimlerChrysler FCA US LLC Production and Maintenance Agreement, seniority is by department and division.~~

~~A. Production Division Departments: 9740, 9741, 9742, 9745, 9760~~

~~B. Material Control Division Departments: 3210, 3212, 3213, 3214, 3368, 3300, 3371 3602, 3603~~

~~C. Skilled Trades Departments: 3211, 3504, 3505, 3604, 3610~~

II.

~~Employees shall be laid-off and recalled by seniority, by the seniority groups established in this agreement.~~

III.

~~Seniority provisions for employees on Skilled Trades classifications shall be set forth in the National Agreement.~~

IV.

~~This Agreement shall run concurrently with the National Agreement and shall become effective the first Monday following receipt by Plant Management that the Agreement has been approved as provided in Section (57) of the National Agreement.~~

Departments:

Assembly Departments

9760 Assembly Production

9741 Metal Finishers

Pressroom Departments

9740 Pressroom Production

9742 Progressive Press Operators

9745 Diesetters

Non-Production and MLM

3210 Assembly Inspectors

3212 Pressroom Auditors

3213 Assembly Auditors

3214 Pressroom Inspectors

3300 Hilo Department

3368 Crane Department

3371 Tool Crib

Skilled Trades

3211 Die Layout Inspectors

3504 Toolmakers/Welder Repair

3505 Die Shop

3604 Compressor Room Operators

3610 Maintenance Trades

(B) Shift Preference Agreement Skilled and Non-Skilled

This Agreement dated XXXXXXXX, X 2024 between the DaimlerChrysler FCA US LLC Corporation, Warren Stamping Plant and U.A.W. Local Union No. 869, is a supplement to the National Chrysler UAW-FCA US LLC Production and Maintenance Agreement.

(I) Employees who have attained at least 90 days of seniority, shall be allowed to exercise their shift preference by classification according to their department seniority provided such employees have the ability to perform the work of the displaced employees and that full protection shall be given to the efficiency of operations at all times.

(II) In arranging the working force of each shift, employees ~~will~~ shall be given shift preference according to their ranking for seniority to the extent that there shall be no interference with the flexibility and efficiency of the operations on all shifts, and in accordance with their preference they ~~will~~ shall be required to remain on that shift for at least six months except that when a vacancy occurs, the employee may make a request for that opening and ~~will~~ shall be given consideration in accordance with ~~his~~their seniority.

(III) An employee being bumped from a shift of his choice ~~will be allowed to transfer to either of the other two shifts provided he has sufficient seniority and makes his wishes known. He will~~

~~not be charged with a bump. shall have the right to either take the position on the shift they are being bumped to or to exercise their ability to bump to the other shift for which they shall be charged a bump and must remain for six months. Any employee with greater seniority than the employee being bumped who desires the shift the lesser seniority is moving to shall be required to use their bump and must remain for six months.~~

~~(IV) When it is necessary to assign an employee to a shift which he they would not otherwise select in his their line of seniority, he will they shall be advised by his their Supervisor of the approximate length of time his services will be required on that shift. This time will shall be held to a minimum in consideration of the flexibility and efficiency of the operation.~~

~~(V) Employees holding a classification not being utilized on the preferred shift, shall be allowed to take a classification of equal or lesser pay on the preferred shift in line with his their seniority within a period of two weeks, or such earlier time, as circumstances may permit. An employee's ranking for purpose of shift preference shall be as is listed on the posted seniority lists. It is understood, the application of the Agreement will shall be department and/or division by classification.~~

This Agreement shall supersede all prior Agreements relating to shift preference between the parties hereto and shall run concurrently with the terms of the National ~~DaimlerChrysler~~ UAW-FCA LLC Production and Maintenance Agreement to which it is a supplement. This Agreement may be amended or modified by agreement between the parties during the term hereof. Unless and until such amendments or modifications are agreed upon, this Agreement shall continue in full force and effect.

(D) Skilled Trades Mission Statement

The Warren Stamping Plant's mission is to be a "~~World-Class~~" SPW (Stellantis Production Way) supplier of sheet metal products to meet the requirements of our customers.

Accordingly, the Skilled Trades workforce at Warren Stamping recognizes their role in the support of the Plant's Mission Statement.

To accomplish our objective as partners we must continuously improve upon our success, enhance our cooperative working relationship, communications, tracking, flexibility and have open mindedness to new and innovative approaches to doing business will be the cornerstone of our concentrated efforts.

Together, through perpetual improvements is the only way to support our Mission.

Therefore, the Union and Management commit to meet on a regular basis to discuss creative endeavors to support our ultimate goal.

(E) Health and Safety Commitment

Management and the Union agree that no subject discussed during these negotiations is of greater concern than the Health and Safety of Warren Stamping employees. The parties agree the joint commitment to Health and Safety must be ongoing and it is understood that the Union will support Management in its obligation to meet or exceed all government regulations and corporate safety standards. Jointly established BEST Local Joint Safety Committee (LJSC) sub committee teams will resolve these issues and concerns.

The BEST Local Joint Safety Committee (LJSC) safety team is committed to meet on a regular basis to cover issues relating to:

- Safety talks
- Sickness and Accident and Worker's Compensation Management
- Placement of PQX Employees
- Environmental and hygiene issues
- Ergonomics
- Accident Investigation and Prevention
- Training
- Ventilation
- Winterization/Summarization

This team will also support all joint programs such as ergonomics, the Education Fair and other programs as they arise.

(1) Die Setter Tools

Die Setters shall be furnished with the proper tools and will be trained in procedures to ensure maximum on the job safety. Die Setters who have previously held the classification but were reduced because of a reduction in the department will be given first opportunity to return when additional Die Setters are needed. Die Setters will work in teams of 2 or more. Department 9745 openings will be filled in compliance with Section 66 of the National Agreement and who have been certified.

~~When an employee voluntarily gives up the Die Setter classification he will not be eligible to return to the classification through the life of the contract.~~

(3) Die Transportation

The following procedure will be used in the transportation of dies at the Warren Stamping Plant:

- It will be the responsibility of Die Setters **teams** to move all dies into and out of storage, whether line storage areas or designated holding storage areas, with assistance of the Crane Operators.
- Whole dies will be moved by Die Setters
- All half dies will be moved by Die Makers.
- Management will not have dies opened just to have Die Makers move them.
- Die Setters will load and unload all bolsters with dies during production die sets and will load all dies for the tryout areas.
- Die Setters will load dies onto the trolley carts and ship them to the PM areas for the Die Makers.
- Die Makers will unload the cart **and die hauler** and handle only the dies that they are going to work on if the Die Setters and Crane Operators are gainfully employed.
- Die Makers will load the die back onto the cart or **die hauler** once they are done working on the die only if the cart is empty.
- If a die is left on the bolsters or trolley carts from the previous shift, then the Die Setters will unload the dies to storage.
- If dies that have been worked on accumulate in the PM areas they will be considered to be in storage and will be moved by the Die Setters.
- Die Setters **with the assistance of a Crane Operator** will load and unload all dies and portions of dies coming into and out of the **Warren Stamping Plant (with the exception of treated half dies).**

(4) Bulletin Boards

~~Fourteen (14) Locking Bulletin Boards will be are currently placed near-at the two employee entrances and restrooms that do not currently have them. along the front wall of the locker rooms that shall be maintained. In a~~ Additionally, a one locking bulletin board will be added ~~near-at the North-Nine Mile entrance, and locker room to post bereavement notices.~~

(5) Turnstiles

Management will ~~install and maintain turnstiles and callboxes a keypad system or telephone to insure confidentiality~~ at each set of the turnstiles to ensure prompt entry and exit of members.

~~The south turnstiles will be replaced and enclosed with the new building expansion including an emergency phone. The north turnstiles will receive an awning canopy at the outside entrance to the plant with an emergency phone.~~

(8) Sidewalk and Parking Lot Maintenance Weather

~~It is~~ Management's ~~intention to~~ will provide appropriate maintenance of sidewalks following inclement weather.

(9) Dolly Trains

Warren Stamping Welders and Millwrights will do minor repairs and re-work and maintain dolly trains for all pins, latches, hooks, chains and casters. Bent frames will be sent out. Management will institute a system for the inspection of all dolly trains by the Millwrights when they are returned to the plant. This will insure that they are safe and in good condition before being released to the floor for use.

Management will also have a system set up for Warren Stamping Millwrights and Welders to continue doing repairs and changes on the racks. ~~as well as being involved in the scrapping/crushing of the racks as they currently are.~~ Management will continue the practice of millwrights repairing racks and dolly trains, including pins, safety latches, casters, hooks and chains inside the plant, as the repair project scope permits. Upon business needs, Millwrights will be involved in the scrapping/crushing of racks.

(10) Lighting

Management will continue to upgrade all plant lighting to LED including the basement as needed. Any area deemed to be a Health & Safety problem will be addressed immediately.

(11) Hilos

Management will ~~maintain~~ develop and maintain Standard ~~Work Instruction Sheets~~ Operating Procedures (SOP's) and manpower needs per job for every job in Warren Stamping for Hilo Powered Industrial Vehicles (PIV) Drivers in their work area. The MLM Committeeman and MLM Center Manager will be involved in the prioritization of the SOP's. SWI's SOP's may be reviewed by the local union upon request.

Management will enforce the policy not to have Millwrights replace Hilo Drivers in the rack repair area.

As a result of Management and Union's joint commitment to meet future challenges and maintain our continuous improvement efforts, Management will rent the required equipment as needed to perform assigned work.

(14) New Equipment

During these negotiations, the Union submitted several demands for equipment and facility items. The company also stressed the need to fund the long range product plan ~~and therefore there is little capital monies available to the plants to spend as in past years.~~ Recognizing that certain improvements may be needed to keep pace with new technology, Management has agreed to address the Union's demands as the economic climate of the Corporation improves and the investments will help to close the gap with our competition.

It is understood that as the climate improves, Management and the bargaining committee will develop a priority list that will include items such as restroom renovations, the purchase or lease of flat bed trucks, air make up systems, improved tools, roof flood lights and other improvements as they become necessary.

Pursuant to LETTER 34 of the Production and Maintenance Agreement, in order that our Skilled Trades workforce is properly and fully utilized, all equipment and machinery shall be inspected to determine whether it can be repaired or must be replaced. Once repaired or newly purchased, equipment must be maintained to ensure it's continued use. Within 30 days of ratification of this agreement, the Skilled Trades Committeeperson, Skilled Trade Stewards, maintenance Engineering Manager, and Associated supervisor shall discuss plant equipment and it's status. Going forward, on a semi-annual basis, the Skilled Trades Committeeman (S.T.C) and Manufacturing Engineering Manager (M.E.M) shall review the condition of all equipment and determine whether repair or replacement are necessary.

(15) Coolant, Flatbeds, Mirrors and Floor Mats

~~A BEST safety subcommittee will be established to review vehicle traffic patterns, vehicle safety and make repair recommendations. In addition, another BEST safety subcommittee will be established to review and monitor all environmental systems including machining coolant systems, air quality, water quality and waste product removal.~~

Management has an obligation to maintain all personnel carriers, bicycles and flatbed trucks in a safe working condition to perform its original purchase intent. Any vehicle not in working order or in an unsafe condition will be replaced and/or repaired. In the event that a personnel carrier, bicycles or flatbed truck cannot be repaired, a replacement will-must be purchased if deemed necessary. Bicycle repair will be a secondary priority contingent on parts and availability to repair.

During the course of negotiations, the Union and Management spent a significant amount of time discussing the need for floor mats in the plant's Assembly and press area. Upon the completion of a new line installation in assembly and press, if an employee requests a floor mat, Management agrees to review the request with the Local Joint Health and Safety Committee. If the committee deems the employee's request justifiable and appropriate, a new mat will be purchased.

(16) Crane and Hooking Procedures

A ~~BEST~~ Local Joint Safety Committee LJSC safety team will be established to monitor crane tonnage capacity, to review crane maintenance records, and all hooking procedures. This ~~BEST~~ LJSC subcommittee will also insure the safe work practices of all our employees.

(19) Work Assignments

It is Management's responsibility to give full consideration to employee safety when making working assignments. Management will ensure that an employee will not be isolated from other employees when working on a dangerous and hazardous operation or in an isolated area such as the basement, roof, manholes, vaults, ~~or~~ on top of presses, or die movement.

(21) Maintenance of Plant Facilities

Management will continue its program of maintaining plant facilities and grounds. This program includes the repair of lighting and pavement in the outside storage area, maintenance of hilos, worksavers, repair of floors and windows, cleaning of presses and general housekeeping in the basement. Management will study present manpower allocations to the basement, press and shop floor cleaning and housekeeping work assignments, and provide additional ~~janitors~~ Caravan Knight personnel where they are needed to meet reasonable housekeeping standards. ~~Janitors~~ Caravan Knight personnel will be assigned to basement maintenance on 1st, 2nd and 3rd shifts.

~~Normally Janitors assigned to the basement at current manning levels will not be reassigned unless an emergency arises.~~

~~Management will not, within departments other than the Janitor department, assigned any employee to a full time sweeping assignment.~~

Management agrees to clean drinking fountains and spray for insects two times per week.

~~The tables and umbrellas will be replaced on the North corner of the plant and will be cleaned as necessary.~~

(22) Excessive Drawing Compound

In situations where excessive drawing compound may cause Health and Safety concerns, it will be mopped up immediately with the problem identified and repaired.

(23) East/West Rack Yard Breakrooms

~~Management agrees shall maintain the air conditioning and heat in the east and west Shanty plus roof leaks. to move the East Yard shanty to the West Yard. Air conditioning and heat will be provided. If the East Yard is activated during the course of this agreement. Additionally, a new shanty with heat and air conditioning will be provided. One East/ One West rack yard breakroom will be maintained with heat and air conditioning including fixing any roof leaks.~~

(24) Semi-Annual Surveys

Management will continue its policy of making semi-annual surveys of plant heating and ventilation systems and will make repairs continuously throughout the year as needed. Status information will be shared with the Plant Shop Committee by the Facilities Engineering Department upon request.

(26) Motor Changes

A joint review team will ~~be established within 90 days of ratification to study and~~ make a recommendation to improve the method of changing exhaust and heater motors.

(27) Snow Removal

~~In the event of a snowfall of half-inch or less, management will clear all slippery and hazardous conditions or icing due to freezing rain, Management agrees to assign janitors to salt the north and south turnstile sidewalks. Shift Management will be informed and or re-instructed on the snow accumulation of 2 inches. The Maintenance Area Manager will contact the snow removal service immediately, who will then clear the snow and ice in the following order:~~

- ~~1. Clear and salt the sidewalks to and from the plant on the north and south ends~~
- ~~2. Clear the ambulance entrance~~
- ~~3. East Yard~~
- ~~4. Clear the Hourly lot~~
- ~~5. Clear the Salary and Visitors lot~~
- ~~6. South Side~~
- ~~7. North Side~~

~~In the event of snow fall, all PIV and Employee entrances, yards, parking lots will be salted. When the accumulation is more than 1" all areas will be cleared of snow and salted. The Facilities Manager will be responsible for additional slip and fall mitigation (clearing and or salting) when poor conditions are reported.~~

(28) Asbestos Removal

The ~~joint~~ Local Health & Safety team will conduct and ~~annual review of~~ asbestos condition survey every three years and will abate asbestos when needed. ~~be removed in conjunction with Federal and State regulations.~~

(29) Heat Relief Program

The heat relief program will be continued from the week preceding Memorial Day through the week following Labor Day. Thirteen (13) ice machines have been purchased for heat relief. Management Health and safety department will give consideration to starting the program early and/or continue the program after Labor Day during periods of extreme heat.

(33) New Locker Rooms and Restrooms

Locker Room improvements will include manual adjustment controls on showers and wash basins. following Management shall request approval of a capital project if needed.

(35) Restrooms

~~All plant restrooms were remodeled. Additional restroom renovations include the following:~~

- ~~• Each restroom will continue to have a wall-mounted pedestal fan~~
- ~~• Mirrors have been installed and will be replaced when needed in restrooms~~
- ~~• New, large capacity toilet dispensers have been installed in all of the restrooms~~
- ~~• The new hand washer valves being tried out in restroom #7 will be installed in all restroom wash basins when they prove satisfactory.~~
- ~~• A new hot water re-circulation~~

Restrooms #1, #5, #7, #8 and #9 will be completely upgraded

Restrooms #2, #2, #4, and #10 have been refreshed with new paint and lighting.

Restrooms will continue to be properly maintained to include cleaning, painting, repairs, or replacement as required.

(36) Restroom Deep Cleaning

The plant will ~~re-institute a~~ GI deep cleaning program for the plant restrooms. Four plant restrooms per week will be scheduled for the weekend closing and a complete ~~scrub down~~ deep cleaning will be accomplished.

(39) Medical Pass

Employees who report to the Medical Department and are diagnosed by the Plant Physician or Registered Nurse as being too ill to continue work and necessitating an immediate departure from the plant, will be issued immediately a medical pass home. The Medical Department will promptly notify the employee's department of the send home.

Cases not of an emergency nature and not requiring an immediate departure from the plant will be referred back to their department office. Management will put in medical passes in a timely manner.

(40) Physician - 3rd Shift

When the third shift ends prior to the plant physician's start time; arrangements will be made to schedule the plant physician early one day a week for the purposes of administering to programmed medical cases arising ~~from~~ from the third shift. Additionally, the same will occur for second shift

(44) Reporting Late Or Absent

~~Employees who know they are going to be late for work should notify their department of this fact. During the regular workweek, employees reporting to work four (4) hours late or less will be permitted to work. On the weekend, employees reporting two (2) hours late or less will be permitted to work.~~

~~Management will give consideration to excusing an employee's tardiness based upon individual circumstances. (M-08) Employees arriving more than one (1) hour late will be considered tardy and will be assessed points according to the Attendance Procedure. Employees arriving more than one (1) hour late may be sent home at Management's~~

discretion without pay and the occurrence shall be deemed an absence and assessed points in the Attendance Procedure.

(M-08) Memorandum of Understanding - Absenteeism; taken from 2023 UAW-Stellantis Production, Maintenance and Parts Language

Employees are required to notify the Company of an unscheduled absence at least one (1) hour before the start of their scheduled shift using the designated reporting systems. Employees are required to notify the Company of a tardy at least thirty (30) minutes before the start of their scheduled shift using the designated reporting systems. Failure to provide proper notification shall be deemed an occurrence and assessed points under the Attendance Procedure separate and apart from the point(s) assessed for the absence or tardy itself whether or not the absence or tardy is permitted under the Attendance Procedure. One (1) point shall be assessed for no notification prior to the start of the shift for an absence or tardy.

Call in Reason and Points Assigned Examples				
Call in Reason	Call in Time (minutes prior to shift start)	Actual Attendance Occurrence	Points Assessed for Notification	Total Points Assessed
Tardy	30	Tardy	0	0.5*
Tardy	60	Tardy	0	0.5*
Tardy	<30	Tardy	0.5	1*
Tardy	No Call	Tardy	1	1.5
Tardy	30	Absent	1	2
Tardy	60	Absent	1	2
Absent	30	Tardy	1	2*
Absent	60	Tardy	1	2*
Absent	No Call	Absent	1	2
Absent	<60	Absent	0.5	1.5
Absent	60	Absent	0	1

*Depending on where you are specifically in the attendance procedure, your actual points accumulation will differ. This is an EXAMPLE only

(48) PQX Parking

Management has provided special parking ~~facilities in both parking~~ lots for certain permanent PQX employees. Temporary parking authorization will be issued and controlled by the Labor Relations Department and will be for a specified time to meet the particular case in accordance with American Disability Act (ADA) regulations.

When an employee has a physical restriction that medically requires close parking to the plant, medical documentation from their doctor explaining the condition must be presented to the Plant Physician for review. If the Plant Physician concurs the employee will be referred to the Labor Relations Office for arrangements to provide close parking.

(46) Parking Lot Miscellaneous

~~Management agrees to retain the first parking spot in the employment lot as "Handicapped." Management agrees to maintain the 3 parking spots that indicates reserved for medical.~~ The following three spots will be marked with a sign indicating Reserved - Medical, ~~Employment and Payroll business Only.~~

~~The state of Michigan laws will be enforced at all Warren Stamping Plant Parking lots. Plant security will ensure enforcement of parking rules in all Warren Stamping parking lots.~~

Management agrees to install and maintain gate readers at all entrances and exits of the employee parking lot. However, it is understood that the gates will be open during shift change.

(50) Security

During negotiations the Union has stated that the major concern of Warren Stamping employees is the parking lot security. The Union asked that Management improve security ~~in renovate the present system to provide greater the parking lots~~ security. To this end, Management has ~~posted officers to monitor the parking lots. installed TV cameras to cover the parking area and three gates. The cameras have a capability to pan, zoom and video.~~

In addition, Management will explore options to further secure the parking lot including repair of gate controls and an intercom system for the gates. ~~all three gates are remote controlled and will be closed except at shift changes. To enter or exit the lot other than at a shift change will require a pass card or recognition through an intercom system at the center gate. The parking lot gates will be monitored from a Security Control Center twenty-four hours a day, seven days per week. Management informed the Union that the parking lot intercom system is operational and if repairs are required, they will be done in an expeditious manner. Upon project approval, the lot will be enclosed with fencing, separating trailer traffic from the hourly parking area, in an effort to provide greater security.~~

(51) Cleaning

~~The~~ All parking lot will be cleaned four times annually, weather permitting, as followed:

- Spring - Once

- Summer - Twice
- Fall - Once

In the event that conditions require spot cleaning ~~janitors~~ resources will be assigned.

Management agrees to replace the current method of emptying the West Parking lot dumpsters with a professional contracted disposal service on a bi-weekly basis to ensure proper disposal of parking lot refuse.

(52) Motorcycle Parking

Motorcycle parking is currently provided in the hourly parking lot. In addition, space has been provided for and will be continued in the south end of the salaried parking lot on the East Side of Mound Road and the 9-mile medical parking entrance.

(53) Plant Parking Lot Safety

In an effort to provide a safer parking lot, new led lighting will be installed, stop signs will be painted at the cross aisles leading to the main aisle. Parking lot safety improvement suggestions will be reviewed quarterly throughout the life of the agreement.

(57) Plant Security

When it is necessary for Plant Security to obtain a statement from an employee, the employee will be advised that he/she has the right to Union Representation and ~~will be further advised that~~ the Union Representative will be called ~~if requested~~. Escorts by Plant Security will be at the discretion of a member of the Personnel Department only or co-determined by the supervisor and steward when a member of personnel is not available.

(59) Supervisor's Report

Before a ~~Foreman's~~ Supervisor's report is considered being issued to the employee, the supervisor will advise the employee that he/she has the right for Union representation and will further advise the employee that the Union representative will be called ~~if requested~~.

Management agrees to allow an employee to read and initial a ~~Foreman's~~ Supervisor's Report.

(61) Documentation of Absence

~~Acceptable documentation of an employee's~~ Absence from work will be consistent with that of the ~~National Attendance Council Memorandum of Understanding M8 - absenteeism M-08~~. ~~Upon presentation of such a document, the employee will be excused subject to Management's right to further investigation and verify the authenticity of the statement presented by the employee. The call-in number is (800)-810-2271.~~ The Shop Committee will also be notified of a five (5) day letter that is sent to an employee.

(68) Shield and Chute Fabrication

When an operation requires that a conveyor be operated with a side shield or a scrap chute fabricated by Sheet Metal/~~Millwright Department Mechanical Work Group~~ is not available. Production Supervision will notify the Maintenance Department of the need for a side shield or a scrap chute and the Sheet Metal/~~Millwright Department Mechanical Work Group~~ will fabricate one on a priority basis.

(69) Team Leaders

The ~~line person's~~ team leader's general duties are included but not limited to: relief person (i.e. medical, restrooms), PDR data entry, cutting steel bands, removal of scrap from around the line and general housekeeping for his/her area. The ~~line person~~ team leader shall also facilitate the efficient operation of work assignments and shall not perform Skilled Trades work or perform supervisory duties. ~~In addition, Management will notify the division committeeman prior to assigning a permanent line person. In addition, team leader duties are further detailed on the team leader general roles and responsibilities 2024 document created by the joint national parties.~~

(70) Tab

~~Employees temporarily assigned to a higher pay classification will be adjusted each week. The Union may review assignments they feel are excessively long and request a classification review. Tabs will be used by seniority, management will use tabs after coded employees have been exhausted.~~

(74) DEA Equipment Assignment

The parties recognize that sample checking of production parts is a function of the ~~Floor Inspection-Classification-1983-Inspection department~~. Furthermore, we have agreed that skilled employees have been assigned to operate the DEA equipment due to its complexity. However, the ~~Floor Inspector Inspection department~~ will continue to be involved with the checking function related to such part.

(78) Disqualified Drivers

All drivers disqualified by the point system will be ~~reviewed after one (1) year by the joint driver safety evaluation team allowed to reapply after one (1) year provided an opening exist per the process outlined in Section 66c of the National Production and Maintenance Agreement.~~

(85) Department Transfer Delay

An employee who has applied for and who is entitled to transfer will not be denied the opportunity to transfer because of delay in release by his department. Additionally, if on inverse layoff, employee will get the opportunity to return the following Monday to accept the transfer.

(87) Uniforms

Upon completion of the new locker rooms, Management agrees to increase the number of coveralls/uniforms to ten (10) per tradesman, metal finishers, diesetters and crane operators.

(89) Aprons

Personal protective equipment including aprons will be furnished ~~to Metal Finishers~~ as needed.

(90) Foul Weather Clothing

Management will maintain an adequate supply of "foul weather gear" (rain/cold) for those employees who are regularly or irregularly assigned to outdoor duties including docks, rack wash or baler due to inclement weather for all shifts.

(94) Administration of Skilled Trades Overtime Hours

To assist in the equalization of overtime hours in the Skilled Trades and to maintain the efficiency of Plant operations, the following administrative guidelines will be applicable. This replaces all Departmental Agreements.

1. Overtime shall be scheduled by department, by shift, by trade
2. Upon acquiring seniority, an employee shall be charged with the number of hours at midpoint in the same classification and shift.
3. When an employee transfers from shift to shift using shift preference, bump, or is moved to another shift not of his choice they will be given midpoint hours.
4. An employee who is absent thirty (30) days or less for any reason, including vacation, will be charged overtime based on the hours that would have been available to him/her if he/she had been at work.
5. An employee who is absent thirty-one (31) days or more for any reason will be given midpoint hours on the first day scheduled to return to work.
6. For daily overtime canvassing, if you are canvassed prior to lunch for overs or prior to last break for early the next day, you shall be charged the hours. Employees canvassed after lunch for overs or after last break for early the next day shall not be charged. Employees cancelling their daily overtime must do so prior to lunch for overs or prior to last break for early the next day. with less than a twenty-four hour notice the employee will be charged for the hours worked. Employees refusing such overtime will not be charged. Example: One hour at time and a half shall be charged as 1.5 hours. One hour at double time shall be charged as 2.0 hours. A twenty-four hour period is considered to be the start of an employee's shift one day to the start of their shift the next day.
7. Weekly and weekend overtime canvassing ~~will shall~~ be done from the previous week's hours and ~~will shall~~ be done on Wednesdays for all shifts. Second Shift and on Thursdays for First and Third Shifts. This ~~will shall~~ combine the upcoming weekend and the following Monday through Friday weekly overtime as one period. If an isolated holiday falls during the week such as a ~~Thursday~~ Wednesday it ~~will shall~~ be part of the

preceding overtime period. If holidays are attached to the weekend such as a Thursday and Friday they ~~will~~ shall be part of the next week's overtime schedule.

This ~~will~~ shall mean that the previous overtime period ~~will~~ shall end prior to those holidays. Those holidays ~~will~~ shall be included with the upcoming weekend and the following weekly overtime. Canvassing for this period ~~will~~ shall be done by Tuesday.

8. If an employee canvassed for weekly overtime tells supervision in advance at the time of canvassing that they cannot work a specific day because of a Doctor's appointment etc., then Management will continue down the list; filling weekly hours first and then filling vacant days. If an employee has an emergency and cannot work a specific day and they notify Management a minimum of 24 hours prior to the day they cannot work, Management will then canvass remaining employees for a replacement. Notification of less than a 24-hour period will result in the employee being double charged. An employee accepting overtime who does not work at least half of the accepted overtime on each day, whether it is weekly or weekend, will be double charged for that day if the list is not exhausted.
9. Canvassing will follow the overtime sheets and will start at the top of the sheet, with the lowest hour employee in each trade on each shift being asked first with the next lowest hour employee being asked next.
10. When employees have the same number of hours the employee with the highest seniority will be offered the overtime first.
11. Weekend overtime posting (Saturday and Sunday) ~~will~~ shall be posted ~~two hours before the end~~ lunch of each respective shift on Thursday. Employees accepting or declining overtime ~~will~~ shall be charged. Any canvassing after Thursday for Saturday and Friday for Sunday, only those employees accepting overtime ~~will~~ shall be charged. Supervisors ~~will~~ shall personally notify affected employees of schedule changes. Supervisors ~~will~~ shall canvass all employees in their departments regardless of the required numbers.
12. Supervisors ~~will~~ shall personally notify affected employees of schedule changes and post all overtime and changes pertaining to the overtime in the glass case by the locker room and in respective shops. It ~~will~~ shall be incumbent on the employees to check the overtime list upon the initial posting per Section 94 - 11 to verify whether or not they are working. Management ~~will~~ shall be responsible for all canvassing and ~~will~~ shall give the Stewards a comprehensive list of who was asked, when they were asked, and the number of hours they should be charged.
13. If an employee refuses overtime work he/she will not be given another offer until the "full crew" has been asked. Employees will still be able to opt out of overtime on Thursday for Saturday and Friday for Sunday in accordance with the National Agreement.
14. Overtime hours are carried forward from year to year as follows: Employees having the least number of hours will start the year with zero and all others will be reduced by the same number.
15. No probationary employees will be scheduled to work overtime until seniority employees in the respective class have been given the opportunity to work.
16. Holidays which fall on Monday will be scheduled as overtime from the previous weeks overtime sheet.
17. Canvassing for the Christmas Holiday period will be done using the order everyone is in on the previous week's overtime sheet if the December 24th holiday period starts on Monday, Tuesday, or Wednesday. If the December 24th holiday period starts on Thursday, Friday, Saturday, or Sunday, then the order everyone is in on the Monday directly preceding the holiday will be the order used. The order everyone is in on the

following dates is what will be used for the holiday periods: Year 2023-December 22th, Year 2024-December 20th, Year 2025-December 19th, Year 2026-December 18, Year 2027-Decemeber 17.

18. Employees accepting overtime, who fail to report to work when less than 100% of the employees in their classification/shift are offered work, will be charged double. The only exception to this will be that if an employee has a paid contractual bereavement, the double charge will be negated.
19. When employees on the bottom of the list are only given one choice of working whether it is early or late, and the employees on top of the list are offered both choices, this means that the employees on the bottom of the list are not being given the same options to work as the employees on the top of the list. Employees on the top of the list who have a choice of working both and do not show up will be double charged even if the overtime list is exhausted.
20. Employees will be charged with the maximum number of hours available to them to work. Accepting lesser time frames of work will still result in being charged the maximum number of hours available.
21. Employees absent prior to and including canvass day, that wish to work the weekend or following weekly overtime, ~~shall make their request known Tuesday or before in writing, in order to be scheduled.~~ can do so by calling in within the first four (4) hours of the canvass day to either their Supervisor or Steward.
22. Employees must be on roll in order to be eligible for overtime.
23. Management will notify the appropriate Union Steward of all daily overtime and changes to overtime.
24. It will be the responsibility of the employee desirous of working the weekend of their vacation week to notify Management, in writing before going on vacation, that he/she chooses to work the weekend of their vacation. The employee will be responsible for calling in and verifying whether or not they are up to work. An employee who fails to make their request in writing, in advance, will be allowed to work only if the list has been exhausted and requested manpower numbers are not met.
25. In compliance with the Military Selective Service Act of 1967, an employee required to be absent from scheduled overtime work as a result of a National Guard Military encampment or other military reserve training requirement should not be charged with overtime hours. Rather, the record should show that he/she was scheduled because of his/her training requirements and was not charged for the overtime.
26. The arrangement of offering Skilled Trades persons, who are scheduled for the weekend, an additional four (4) hours to cover the shift where we have a shortfall, will be applied to all skilled trade departments when overtime lists for those departments have been exhausted for all shifts.
27. ~~This will replace all current practices regarding overtime.~~ An exhausted list shall constitute all employees within a classification being offered work on their assigned shift for which they may be charged.
28. Forced work on Saturdays shall be done by rotation from a separate force list.
29. This will replace all current practices regarding overtime.

(96) Relief Periods

In those sections of skilled trades departments where specific times of relief periods are established, employees may take their breaks in ~~a plant lunchroom.~~ an accommodating area.

However, it is recognized that periodically management runs tag relief through the normal production breaks resulting in the ~~Hilo driver and line inspector's~~ team member's inability to have an established relief period. Therefore, Management agrees that when this situation occurs, ~~Hilo driver and line inspectors~~ all team members will be provided appropriate relief.

(97) Skilled Trades Training

During the course of local negotiations, the Union expressed concern over the selection of skilled trade's employees for job related training.

Although it remains necessary to first train those employees currently affected by new technology in their assigned operations, Management will review with the Skilled Trades Committeeman/Stewards, the selection of those additional skilled tradesmen who desire the specific training.

During the course of these negotiations, it was agreed that a well trained, educated workforce is of mutual benefit to the Union as well as Management. Given the technologically advanced equipment being installed at Warren Stamping, the importance of training cannot be overemphasized.

After Considerable discussion, both parties recognized that every possible training need over the life of this agreement cannot be identified at this time but Management agrees that training must be on going. To this end, Management will schedule training programs to enhance the skills of the workforce and to foster improved communication between Union and Management. These programs will be reviewed with the Plant Shop Committee at the regularly scheduled ~~LEPC~~ LWCPC meetings.

Notwithstanding our Joint Training commitment both parties recognize that due to unforeseen circumstances, it may become necessary to postpone scheduled training. However, management commits to the Union that the affected Committeeman will be notified by the ~~Plant training staff~~ Divisional Training Manager prior to any cancellation information being communicated to the affected employee. In addition, job specific training for skilled trades employees will be scheduled at the ~~UAW DaimlerChrysler Technical Training Center~~ National Training Center (NTC) provided the specific class is directly related to the skill level required to perform the employees current job classifications provided the number of employees released for training and the class schedule does not interfere with the efficiency of plant operations.

Any Skilled Trades employee may request training on any existing equipment that they may feel they need. The company shall provide these opportunities as soon as possible within the operating needs of the plant. Training in the following areas shall be addressed immediately:

1. Backflow Preventer
2. Die Scanning
3. Panel Scanning

Any deletions of scheduled training will be discussed with the Skilled Trades Committeeman and Plant Manufacturing Engineering Manager prior to cancellation.

(98) Apprentice Overtime

~~During the course of these negotiations, the Union expresses concerns on the matter of scheduling apprentice overtime. To resolve these matters, the Skilled Trades Committeeman will meet with the Skilled Trades Management to insure proper application of Section (11)(C) of the Supplemental Agreement for Skilled Trades and the Memorandum of Understanding on Overtime of the National Agreement. Unresolved matters will be referred to the Labor Relations Office for resolution.~~

~~Management agrees to place the Apprentice Coordinator on a 40-hour schedule with the understanding that his or her overtime is conducted on weekends within the weekend overtime obligations according to the overtime agreement.~~

Apprentice Overtime

In an effort to ensure the adequate training and that Apprentices achieve their hour requirements in a timely manner, Apprentices shall be offered weekend and holiday overtime at a ratio of six (6) journeyman to one (1) apprentice. If all journeymen, who volunteered for overtime are utilized, then two (2) apprentices, who volunteered, will be allowed to work. Additional Apprentice overtime can be scheduled if the Manufacturing Engineering Manager and Skilled Trades Committeeman agree that the overtime being offered to journeymen provides a learning opportunity for Apprentices.

(109) Oiler Classification

Management agrees ~~to clarify that~~ the Machine Repair/Oiler assignment letter within ninety (90) days of ratification responsibility remains solely with Machine Repair trade. ~~The Skilled Trades Committeeman, Department Management and Union Relations personnel will comprise the committee to finalize this letter.~~

(115) Equipment Improvements

In a continuing effort to enhance communication and upgrade work tools, Management will provide the following: a computer for every Steward and Ergonomic Representative in office, a fax machine with a printer in close proximity to said office. ~~For the Committeemen's and Benefit Representatives offices, each will have a computer and a printer in said office. For the President's office a computer and printer will be provided along with upgrades. for the Ergonomics office and a copier in close proximity to the Benefit's office, and upgrades to the President's office.~~

(119) Union Office and Equipment

~~The current Labor Relations Conference Room located east of the center plant doors has been found suitable for Union employee meetings and orientation. To facilitate Union needs a personal computer and printer will be provided at a location to be determined by the Shop Committee.~~

A Conference Room will be made available for the Union employees to have meetings and orientations.

(5)

CYLINDER REPAIR

Mr. ~~Patrick S. Peralta~~ Romaine McKinney III
President, UAW Local No. 869, UAW President
24257 Mound Road
Warren, MI 48091

Dear Sir:

This is to confirm our understanding reached in local negotiations that cylinder repair will be performed by Classification No. ~~5638~~ **D8 6111** Machine Repair, under normal circumstances, except when the number of cylinders to be repaired is back-logged.

Cylinders of special nature, such as those which ~~that assist~~ the opening and closing of automated jaws, ~~will be done by toolmakers.~~ **or physically touch automation equipment will be repaired by Classification No. C9 6165 Toolmaker.**

Very truly yours,

~~DAIMLERCHRYSLER CORPORATION~~
~~Warren Stamping Plant Stamping Complex Labor Manager~~

-

Lease Fleet

Mr. ~~Patrick S. Peralta~~ Romaine McKinney III
~~President, UAW~~ Local No. 869, UAW President
24257 Mound Road
Warren, MI 48091

Dear Sir:

This is to confirm our understanding reached in Local Negotiations that all maintenance of hi-lo equipment and lease fleet to be performed in plant by our hi-lo repair mechanics. However, in the event of a repair backlog, external resources may be sought.

Very truly yours,

~~DAIMLERCHRYSLER CORPORATION~~
~~Warren Stamping Plant Stamping Complex Labor Manager~~

(N-13) Important Phone Numbers

Benefit Connect (888) 409-3300

Benefits Office (586) 497-3674
(586) 497-1754

Call-in (Mandatory Call-in Procedure) (800) 810-2271

Employee Assistance (586) 497-3614

<u>Plant Security</u>	<u>(586) 497-2323</u>	
<u>Employment Reinstatement</u>	<u>(586) 497-3775</u>	
<u>Employment and Wage Verification (Employer Code 11821)</u>	<u>(800) 367-5690</u>	
Merrill Lynch	(800) 483-7283	
<u>Payroll Hotline</u>	<u>(877) 827-7744</u>	<u>fcapayrollservices@acsqs.com</u>
<u>Sedgwick (S/A),(FMLA)</u>	<u>(888) 322-4462</u>	
<u>Medical Department</u>	<u>(586) 497-3612</u>	
<u>Plant Disability Rep</u>	<u>(248) 687-6643</u>	
<u>TheHub Employee Central</u>	<u>(800) 332-9978</u>	
<u>IT</u>	<u>(586) 497-1131</u>	
<u>UAW EAP Rep</u>	<u>(586) 497-3614</u>	
	<u>(586) 338-3241</u>	<u>24/7</u>
<u>Legal Services</u>	<u>(800) 482-7700</u>	

CARRYOVER LANGUAGE FOR LOCAL 869

(C) Joint Commitment

During the course of local negotiations, the parties agreed that it would be mutually beneficial to the employees, the Union and the Warren Stamping Plant to continue to find and promote new and innovative ways of doing business. The parties accordingly will focus on cooperative efforts toward our common goal of improving the effectiveness of operations and removing barriers to improvements, increasing job opportunities and fully utilizing the workforce. The parties recognize and agree that such action is necessary especially as it relates to decisions regarding new/future work commitments and equipment/facility investments for this plant. The parties further agree to establish a joint union/management group which will hold regular meetings for the purpose of finding new approaches and solutions for improving plant operations and for increasing job security for the employees of Warren Stamping Plant. The joint parties agree to stay focused on our competition and improve our quality and operational effectiveness, recognizing that training is a vital link to our success. The parties agree to perpetuate all the aforementioned efforts as expeditiously as possible in order to make Warren Stamping Plant a "World Class" supplier of sheet metal products.

To attain the plateau of the "Best Stamping Plant in the World" we jointly commit our continuous efforts to meet our joint objective. Where mutually agreed methods or improvements are approved for implementation but conflict with the Local Agreement, the parties may mutually agree to modify said Agreement provisions prior to expiration of the Local Agreement.

(2) Die Setter - Training

A Jointly approved training program will be put into place for both die setters and die setter trainees to include classification and on the job training. This will include a joint certification procedure for die-setter trainees.

Once an employee begins training, he/she shall not be replaced or removed until the training is completed.

(6) Repairs

The subject of plant cleanliness was identified as a major contributor to employee morale. Management is committed to review all plant restrooms, drinking fountains, break areas and cafeterias for compliance to mutually acceptable standards. Cleaning schedules will be jointly reviewed and modified if necessary.

(7) Painting Employee Areas

The locker rooms, union office and cafeteria will be painted as needed.

(17) Portable Screens

Management agrees to provide portable screens and to require their use by employees performing arc weld operations on the floor in areas where other employees on the floor would be exposed to the arc.

(18) Safety Glasses

Management has provided eyeglass-cleaning stations throughout the plant and Area Managers will designate an hourly employee or employees in the respective areas to assure that adequate supplies are maintained in each station.

(25) Fans

Management will keep a surplus of fans on hand to accommodate breakdown or additional requirements and will continue the practice of Plant Shop Committee person involvement in determining appropriate locations.

(32) Pipefitter Immunization

In response to the Union's continued concern for the Health and Safety of the membership in general and the Pipefitters in particular, Management and the Union will jointly request a study to determine the need for Hepatitis immunization for Pipefitters who may be at risk due to exposure to raw sewage.

(34) Locker Fumigation

When lockers are scheduled for fumigation, it is the personal responsibility of each employee to remove the contents of their own locker.

The Union will make every effort to assist Management in this endeavor. Recognizing that some employees are on vacation or sick leave, Management, with the cooperation of the Union, will establish a program to safeguard the contents of these respective lockers

(37) Hearing Test

Medical Department will ensure the headsets in the Hearing Test booth is sanitized with alcohol prior to giving a hearing test.

(41) Material Division

During recent negotiations, the Union expressed concern over the scheduling of a crib attendant for weekend overtime. Management assured the Union that special attention will be given to ensure proper scheduling of crib attendants.

The Material Division has an established practice regarding the assignment of work on weekends. Management agrees to continue the weekend practice of assigning employees to their regular jobs if their regular jobs are running. Other employees working overtime will be assigned to other areas with the employee possessing the highest number of accumulated hours being assigned out of his/her area first.

(42) PQX

An employee on temporary occupational PQX will be scheduled for overtime in line with prevailing agreements if the job he/she is satisfactorily performing during that week is scheduled full time, or similar job which he can satisfactorily perform is scheduled.

(43) Disciplinary Layoff

Management agrees that weekends will be counted in the time off calculation when assessing discipline if scheduled.

(45) Daily and Weekend Overtime

Stewards and Committeemen will be notified of changes to daily and weekend overtime as the schedule changes.

(49) Sidewalk Maintenance

Management will effectuate the repair and maintenance of all sidewalks leading to and from the employee's parking lot.

(58) Disciplinary Notices

Disciplinary Notices issued to employees for misconduct will be specific as to the charge. The use of general terms, such as: "Lack of Effort" and "Misconduct" will not be used unless described specifically. Management will train supervision in the proper writing of disciplinary notices.

(62) Lunch Period

Once an employee starts his lunch period, he will not be assigned work or asked to delay or change his lunch period unless he consents. When circumstances permit, Management will give 30 minutes notice to an employee whose lunch period is to be delayed beyond the regular lunch period. When the situation makes it impossible to give 30 minutes notice, as much notice as possible is given

(64) P Q X Employees

In applying the P Q X letter of the National Agreement regarding placing P Q X employees in accordance with their seniority, Management will make every effort to place P Q X employees on jobs within their P Q X. In appropriate cases, arrangements may be made with the Labor Relations Department to have the Plant Physician review the work to be performed in relationship to an employee's established physical limitations.

(65) Permanently Incapacitated Employees

Any employee, excluding skilled trade classifications, who is permanently incapacitated to the extent that it prevents him from performing his regular job assignment, and is so medically coded, may be transferred to work he can do in a different seniority unit, at the discretion of the company after consultation with the Union.

(66) Heat Passes

Management and Union agree that, when the temperature and humidity are high, some employees may request passes to leave the plant. When an employee requests a pass to leave the plant under the above conditions, the employees shall be given such a pass unless the number of requests is jeopardizing the efficiency of operations. The Union agrees that this procedure shall not be the basis for concerted action in violation of Section (5) of the Production and Maintenance Agreement.

(71) Vacation - Material Division and Production

Material Division employees will be scheduled for vacation consistent with a maximum of 11% of the aggregate by shift. The Union may raise exception cases on an individual basis and a good faith effort will be made to resolve the issue.

(72) Power Shut Down

When shutting down power for the week-end on 2nd shift, it is the intent of management not to displace Bargaining Unit employees.

(75) Exhaust Scrubber - Vendor Trucks

All vendors will be advised that any diesel vehicles entering the plant must be equipped with a scrubber device for the diesel exhaust stack.

(76) New-Hire Orientation

The parties agree that the new hire orientation program is a valuable tool. This program will be continued and will include Union participation, Union organization structure, history and other matters prioritized by the Union.

(79) Press Room and Assembly

When new lines "Press Room and Assembly" are scheduled to be placed in the plant, the Skilled Trades Committeeman will be involved in any discussions and clarification meetings, prior to the finalization of manning assignments.

(81) Certification Area

The Division Committeeperson will be advised of assignments to the certification area.

(82) Promotions and Transfers, Material and Temporary Positions

Management agrees to honor employee's request to transfer to another shift, within the Material and Production Division, on Monday, provided the employee made his/her request known in writing by the previous Tuesday.

Management agrees the Clerks shall provide copies of such sign up and transfer sheets to the employees upon application.

UAW Local 869 employees interested in temporary positions within Warren Stamping Plant will submit their resumes to the Human Resources Administration Supervisor for review. Although Management reserves the right to make the final selection when filling temporary positions, seniority and ability will be considered.

(83) Job Training

All promotions and transfers will be in compliance with sections 66 and 71 of the National Agreement

(88) Company Paid

On occasions when employees are assigned duties where there is an excessively dirty condition, Management will provide protective clothing.

Management will maintain a sufficient supply of clothing in Tool Stores to insure that employees who need an extra change can obtain it. Employees provided company paid protective clothing will have their choice of uniforms or coveralls.

(91) Ranking Employees with Same Seniority Date

Employees who have the same plant seniority date shall rank for seniority in the following order.

Production Employees

1. Plant seniority date
2. Corporate seniority date
3. Service at Warren Stamping
4. Full social security date with highest number being ranked first

Skilled Trades

1. Plant seniority date
2. Corporate seniority in the trade
3. Seniority ranking at previous location.
4. Full social security number with highest number being ranked first

(92) Seniority List

Management will provide seniority lists to the Union as requested.

(93) Weekend Overtime Coverage

Management will schedule Skilled Trades support in proportion to the dedicated manpower that is scheduled during the week and assign the manpower as required.

(95) Vacation - Skilled Trades

Skilled trades employees will be scheduled for vacation consistent with a maximum 15% allocation by department, shift and classification in accordance with Section (79) of the National Production and Maintenance Agreement when operations are not adversely impacted.

Skilled trades employee may be scheduled for vacation over and above the allocation only in recognizable emergency situations mutually agreed to between the Area Manager and the Committeeman.

(99) Die Set - Automation Equipment

Management reaffirms its policy that in those instances in which line set-ups are being made while die work is in progress, to the extent that safety hazards are created for die makers, automation equipment will not be moved into a position in the line where it will affect the die makers safety.

(100) Lockers - Hilo Repair Area

All Hilo Repairmen, Carpenters and Painters will be assigned lockers in the existing men's locker rooms. In addition, a bank of lockers will be provided in their new work area to accommodate special ancillary needs.

(102) Hilo Repair Battery Changes

Hilo Repairmen as part of the overall work assignment will change batteries and add water and acid.

(103) Die Maintenance

All safety procedures must be in place prior to the start of die maintenance work. This includes aisle barriers being properly placed to eliminate vehicle traffic.

(104) Grinders - Die Makers

Management will issue equipment and pencil grinders to each Die Maker.

(107) Vendor Visits

Management pledges to continue the joint effort to include all appropriate trades to be involved in visits to vendor shops when they are the origin of new lines, machines and equipment to be purchased for the Warren Stamping Plant.

(108) Trucks Entering the Plant

Management agrees, in an effort to provide maximum safety, an hourly employee escort will be provided to guide vendor/contractor trucks through the plant except during emergency situations.

(110) Carpenters and Painters

Painters will be trained on the painting of the two-part epoxy paint used on the floors in the plant and will start doing stop signs, walkways, etc. They will be trained in the maintenance of the floors and will do repairs within their expertise. carpenters will scarify and prepare the floors for the painters which will include laying out the lines.

(111) Sprinkler System Repair

Management agrees that in plant Pipefitters will repair the sprinkler system as needed.

(112) Training

A comprehensive training program will be developed to include interpersonal skills development, communication skills, and cross training as required. Both Management and hourly employees will be required to attend.

(116) Entry of Union Representatives to the Plant

The present practice of allowing any member of the Local Union Bargaining Committee to enter the plant on shifts other than the one they work will be continued.

(117) Benefit and Safety Representatives' Facilities

An office with a desk, file cabinet and telephone has been provided for the use of the Union Benefit and Health and Safety Representatives.

Millwrights/Die Setter

Mr. Patrick S. Peralta
President, Local No. 869, UAW
Warren, MI 48091

Dear Sir:

There have been from time-to-time discussions held between management and union representatives concerning the duties, which are performed by, die setters and those performed by millwrights.

Notwithstanding unforeseen circumstances or unusual conditions which may arise and require actions to the contrary, management will assign millwrights to move conveyors, gravity rolls, A-frame extractors, sheet feeders and turn over devices as required. Exceptions to this practice may be reviewed with the Labor Relations Department in an effort to ensure that the intent of this policy statement is carried out.

Downgrade Material Division

Mr. Patrick S. Peralta
President, Local No. 869, UAW
Warren, MI 48091

Dear Sir:

An employee in the Material Division may request to be downgraded to retain a shift of his choice and the request will be honored provided the change does not affect the flexibility or efficiency of the operation.

Upgrade Time - Skilled Trades

Mr. Patrick S. Peralta
President, Local No. 869, UAW
Warren, MI 48091

Dear Sir:

During negotiations on the Local Supplemental Agreement the parties discussed the need for certain Skilled Trade classifications to be filled on a temporary basis.

The Union expressed a belief that employees who fill these temporary needs should, if they are at a later date promoted or transferred to a Skilled Trades classification be given credit for the time worked.

If an employee is at a later date promoted or transferred to the same Skilled Trade classification to which he was temporarily assigned, he shall receive credit for the time worked so assigned for the purpose of acquiring the right to exercise seniority in that Skilled Trade classification.

It is incumbent on the employee to present his claims and proof of qualification within 30 days of his promotion or transfer.

Omni Source

Mr. Patrick S. Peralta
President, Local No. 869, UAW
Warren, MI 48091

Dear Sir:

Union Leadership will be advised in advance of proposed personnel changes of Omni Source representatives at the Warren Stamping Plant Facility. In addition, Management and the Union will schedule meetings as needed with Omni Source to define role clarity and maintenance responsibilities for the efficient operation of the baler house.

Outside Contracting

Mr. Patrick S. Peralta
President, Local No. 869, UAW
Warren, MI 48091

Dear Sir:

Notwithstanding the provisions of Letter (34) of the National P & M Agreement, whenever contractors are working in the plant, the Skilled Trades Committeeman will continue to meet with the Manufacturing Engineering Manager to discuss and determine overtime opportunities

including the full utilization of employees in the affected trades. Discussion of the scope of the work to be completed by contractors and skilled trades involvement will take place before any final decision has been made as to whether the work should be contracted out.

DELETIONS

(12) Battery Washers

~~Management will revamp or replace battery washers.~~

(13) Pool Vehicles for P.Q.I.

~~The Warren Stamping Plant will continue to order at least one van as part of its pool vehicles and will designate such van for PQI team visits to other facilities. This van will be available for other use when not scheduled for PQI team use.~~

(20) Vehicular Traffic

~~All plant supervision will be instructed to make every reasonable effort to minimize vehicular traffic not operationally necessary during shift change periods. Management will designate supervisory personnel responsible for insuring that these instructions are followed.~~

(31) Medical Facility

~~The LEPC will review the policies, procedures and best practices with the BEST committee in order to determine the benchmark of the corporation.~~

(38) Notification of Alternate Medical

~~Management agrees to schedule Plant Medical Department coverage during weekends. However, it is understood that where there is minimal employment levels, alternate medical services will be made available. On those low volume weekends when a nurse is not scheduled, Management will notify affected departments Union and as well as Plant Protection Security. In the event of an injury, the supervisor will call Plant Protection Security and they will arrange transportation to a local medical facility.~~

(47) Jumper Battery Service

~~An employee needing a jumper battery service may call Plant Security by using the intercom system at the center gate of the parking lot off Mound Road. This intercom system will be repaired and maintained at all times with a posted emergency number for employees to call.~~

(54) Shift Checks

~~Management will distribute paychecks to second shift employees during the first half of their shift on Thursday. First shift employees who are pre-excused for Friday may pick up their checks on Thursday when the checks become available. In addition, employees will be encouraged to consider the use of electronic deposit.~~

(55) Rate Adjustments

~~Employees will receive their hourly rate adjustment slips by the end of their respective shift, for hours worked on a higher classification. To assure timely payments to employees, Management will review with plant supervision the proper procedure in processing notice of accumulation of time on higher classifications. In the event that problems arise regarding the timely processing of rate adjustments, the matter may be taken up directly with the Labor Relations Office for resolution.~~

(56) Payroll Problems

~~Employees experiencing payroll problems may contact their supervisor. Supervisors will determine the problems and advise the employee as to the disposition. Any correction necessary will be promptly processed. When the normal processing of a pay shortage would cause a hardship on an employee, the Supervisor will bring the matter to the Labor Relations Department for resolution.~~

(60) Absentee, Tardy, Disciplinary Lay-Off

- ~~1. An employee who is tardy on one occasion without being excused shall be given a verbal warning in writing.~~
- ~~2. The second occasion of tardiness within a 28-day period without being excused, the employee shall receive a written warning.~~
- ~~3. If the employee is again tardy on two occasions within a 28-day period, without being excused, the employee shall receive a Supervisor's Report and a two-(2) day disciplinary layoff.~~
- ~~4. If the employee is again tardy on two occasions within a 28-day period, without being excused, the employee shall receive a Supervisor's Report and a five-(5) day disciplinary layoff.~~
- ~~5. If the employee is again tardy on two occasions within a 28-day period, without being excused, the employee shall be discharged.~~

~~An employee must go 182-days (6 months) from his/her last occurrence to clear their record in this procedure. Any period the employee is separated from the active roll will not be included in calculating the recovery provision~~

(63) Lunch Passes

~~Management will retain the value of lunch passes at \$6 each.~~

(73) Mid-Week Holiday

~~Union and Management will seek permission from the International UAW and Corporate Labor Relations Office on mid-week holiday designation for third shift employees upon request from Local Union.~~

(80) Job Descriptions

~~A job description guideline booklet for Skilled Trades will be developed by Union and Management for new hires six months after the ratification of the contract.~~

(84) Promotional Opportunities

~~When job opportunities occur in any of the following departments: Inspection, Tool Stores, Crane, Skilled (non-journeyman openings). Management will post a notice so advising employees. Periodic bulletin board announcements will be made to announce that any employee interested in future consideration for "non-traditional" assignments may submit a resume to the Human Resource Department and that all resumes on file will be reviewed for qualified hourly candidates when such opportunities occur.~~

~~In the event that a job opening occurs because of attrition within a department, the Manufacturing Engineering Department Manager may review and discuss the candidate being selected with the Skilled Trades Committeeman prior to that candidate being announced. The Manufacturing Engineering Department Manager and the Skilled Trades Committeeman shall resolve issues based on the best operating practice for Warren Stamping.~~

(86) Temporary Transfers

~~In those instances where it becomes necessary to temporarily transfer employees from a Supervisor's group in department 9742 to Department 9740 and 9760, lesser seniority employees working in the Supervisor's group will be transferred.~~

~~When it becomes necessary to assign Department 9741 metal finishers or gas welders to press operator duties in Department 9740. Management will, upon request, assign such duties to lesser seniority employees on the classification in Department 9741 as soon as practical without adversely affecting the efficiency of operations.~~

~~The same application shall apply to metal finishers or gas welders in Department 9760 whenever it becomes necessary to assign these employees to spot welding assignments in Department 9760 or Press Operator duties in Department 9740.~~

(101) Temporary Adjustments - Skilled Trades

~~Temporary adjustment of skilled employees will be readjusted the Monday following the week in which the adjustment occurs to insure that temporary and probationary employees are not working while journeymen and permanent employees are laid off.~~

(105) Tab Painters

~~Those employees temporarily borrowed on tab for painting will be afforded an orientation with the respective journeyman painters prior to painting assignments to insure proper and safe work practices and clean-up procedures~~

(106) Survey for Tools and Boxes

~~The Skilled Trades Committeeman will conduct a survey of hand and air tools available in the Crib and will determine if we are experiencing any shortage problem. Appropriate action will be taken to provide necessary equipment.~~

(113) Cross-Training

~~Management will review the manpower assignments and develop cross training for the Checker and Inspector classifications in order to have needed flexibility and meet overtime requirements.~~

(114) New Technology Training - Die Setters

~~Within 90 Days of ratification, the Production Committeeman and the Training Supervisor will meet to discuss the feasibility of training for Die Setters as it pertains to new technology.~~

Payroll Hours

Mr. Patrick S. Peralta
President, Local No. 869, UAW
Warren, MI 48091

Dear Sir:

Payroll office hours will be revised to improve shift coverage and better conform with current work schedules, as follows:

Monday	7:00—8:30 A.M. 11:00—11:30 A.M. 2:30—3:30 P.M.
Tuesday	11:00—11:30 A.M. 3:00—3:30 P.M.
Wednesday	11:00—11:30 A.M.
Thursday	3:00—5:30 P.M.
Friday	7:00—8:30 A.M. 10:30—11:30 A.M. 2:00—3:30 P.M.

If operational conditions change, revisions of this schedule will be made with the concurrence of the Local Union President and the Labor Relations Supervisor in order to meet employees' needs.

The timekeeping office will be open at 4:00 a.m. on Monday and Friday and will be available to respond to the requests of third shift employees prior to the end of their regular shift.

When the normal processing of a pay shortage would cause a hardship on an employee, the supervisor will bring the matter to the Labor Relations Supervisor for payment resolution.

Classification #1057

Mr. Patrick S. Peralta
President, Local No. 869, UAW
Warren, MI 48091

Dear Sir:

~~This is to confirm our understanding reached in local negotiations that an employee on Classification #1057 Driver-Truck, Gas and Electric who is assigned to a job directly tied in with an 8-1/2 hour shift may request an assignment to a job directly tied in with an 8 hour shift provided there is an open job and he has sufficient seniority.~~

Safety Clothing

~~Mr. Patrick S. Peralta
President, Local No. 869, UAW
Warren, MI 48091~~

~~Dear Sir:~~

~~On the subject of proper dress in the plant, Management and the Union concur with the policy stated in the Plant Safety Bulletin of January 31, 1989, which reads as follows:~~

~~SUBJECT: Safety policy regarding personal clothing and foot apparel.
The following rules are plant policy regarding personal clothing and foot apparel:~~

~~FOOTWEAR – Shoes must be low heel of leather construction with either a leather or solid rubber sole. High heel, platform heel or sole, canvas (Hush Puppy) , gym shoes, slippers, sandals, or other open shoe are not permitted in the plant. Socks must also be worn. Employees are encouraged to wear safety shoes which may be purchased from the "Shoemobile" through payroll deduction or from one's own shoe store.~~

~~BODYWEAR – Pants or slacks must be of solid fabric and ankle length. Shirts or blouses must break the shoulder and be of solid fabric and waist length.~~

~~HEAD DRESS – Long hair must be tied back or worn in a hair net or cap to prevent possible entanglement in moving machinery.~~

~~JEWELRY – Neck chains with medallion, broach or watch, etc., must not be worn because of possible entanglement in moving machinery.~~

Emergency Telephone Calls

~~Mr. Patrick S. Peralta~~

President, Local No. 869, UAW
Warren, MI 48091

Dear Sir:

~~The emergency call system will be continued through plant security. The emergency number will be posted using information sharing systems throughout the plant and adhesive stickers for badges will be issued to each employee. The emergency telephone number is (586) 497-3080.~~

Orders from More Than One Supervisor

~~Orders from More Than One Supervisor Dual Supervision~~

~~September 19, 1996 XX, 2019~~

~~Mr. Patrick Peralta Mr. Michael Garner
President, Local No. 869, UAW
24257 Mound Road
Warren, MI 48091~~

Dear Sir:

~~Management would like to reaffirm the policy that it is desirable for an employee in his regularly assigned duties to receive work orders from his immediate supervisor only. Some employees have jobs that may require them to work under the direction of another supervisor. While under the assignment to a supervisor, the employee will not be required to take work orders from any other supervisor he is not assigned to. However, in certain cases such as, including but not limited to, supervisor is unavailable, potential danger to equipment and/or employee(s), the employee is expected to follow orders from another member of Management; in such cases, the employee will only be responsible to follow the last order given and will not be responsible for previous orders given.~~

~~Very truly yours,~~

Method of Filing for Job Opportunity

~~Mr. Patrick S. Peralta
President, Local No. 869, UAW
Warren, MI 48091~~

~~Dear Sir:~~

~~It is understood that employees shall file their written application under Section (66) (C) of the National Production and Maintenance Agreement when seeking job opportunity under current Section (107) of the Local Supplemental Agreement.~~

Seniority Provisions

~~Mr. Patrick S. Peralta
President, Local No. 869, UAW
Warren, MI 48091~~

~~Dear Sir:~~

~~This is to confirm our understanding that in the event of an indefinite layoff in the Production Division as provided in Section I of our Supplemental Seniority Agreement, Departments 9742 and 9745 will be included only to the extent that reductions are made in those departments.~~

(F) Cafeteria and Food Service

~~A food service committee will be established consisting of the members of the Bargaining Committee, Union Relations and a Representative of the food service provider. The committee shall meet monthly, rotating across all three shifts and will discuss issues that affect quality of food and service, menu suggestions, and other items as they arise. Ad Hoc representatives may also attend meetings as invited by the committee.~~

~~The committee will make an annual recommendation on the retention of the Food Service Provider.~~