


(101)(d) Cost of Living Allowance.

Each employee covered by this Agreement shall receive a Cost of Living Allowance in accordance with the provisions of Paragraphs (101)(g) and (101)(h).

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

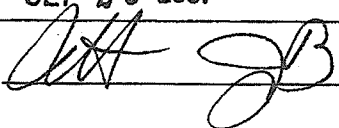
This provision does not apply to employees covered under the "Entry Level Memorandum of Understanding."

[See Par. (101)(e)]
[See Doc. 87]

DATE INITIALED: SEP 25 2007
INITIALED BY PARTIES:  

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

[See Doc. 87]

DATE INITIALED: SEP 25 2007
INITIALED BY PARTIES: 

- i. For each increase to the Cost of Living Allowance beginning on December 3, 2007 and continuing into perpetuity, the amount of increase payable to employees shall be reduced by two cents (2¢) per three-month period, or by the amount of the increase whichever is less.
- ii. For each increase to the Cost of Living Allowance during the fifteen three-month periods beginning December 3, 2007 and ending June 6, 2011, the amount of increase payable to employees shall be reduced by four cents (4¢), or by the amount of the increase whichever is less. The sum of the diversions during this period will continue into perpetuity.
- iii. For each increase to the Cost of Living Allowance during the fifteen three-month periods beginning December 3, 2007 and ending June 6, 2011, the amount of increase payable to employees shall be reduced by four cents (4¢), or by the amount of the increase whichever is less.

The diversions referenced herein will be diverted in the order as referenced above.

Following the adjustment for the three-month period beginning June ~~6, 2011~~ ~~3, 2007~~, the sum reduced during the fifteen periods shall be subtracted from the Cost of Living Allowance table, and the table shall be adjusted so that the actual three-month Average Consumer Price Index equates to the allowance payable during the period beginning June ~~6, 2011~~ ~~4, 2007~~.

[See Par. (101)(e)]

[See Doc. 87]

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

DATE INITIALED: SEP 25 2007
INITIALED BY PARTIES: JA JB

- B. Upon mutual agreement, the Corporation may hire Long-Term Temporary Employees for a period up to one (1) year.
- C. Long-Term Temporary Employees hired into Traditional jobs will be paid 70% of the Traditional wage. Those hired into non-core operations will receive the non-core starting rate with progression.
- D. A Long-Term Temporary Employee shall accrue no credit towards acquiring seniority. In the event such employees become full-time employees, they shall receive credit for time worked towards acquiring seniority and establish a plant seniority date as of their date of hire as a Long-Term Temporary Employee.
- E. Such employees are not covered by any Benefit Plan or the Pension Plan except as defined in the Memorandum of Understanding covering Long-Term Temporary Employees' Wages and Benefits.
- F. Long-Term Temporary employees will receive pay for all holidays that occur while they are employed provided:
- 1) The employee has worked at least 90 days prior to the holiday(s)
 - 2) The employee would otherwise have been scheduled to work on such day if it had not been observed as a holiday, and
 - 3) The employee must have worked the last scheduled work day prior to and the next scheduled work day after each specified holiday within the employee's scheduled work week. For each Christmas holiday period, the employee must have worked the last scheduled work day prior to each

- E. Such time worked by a laid off seniority employee will not be considered in the calculation for breaking seniority and exhausting rehire rights at a former plant pursuant to Paragraph (64e).
- F. The provisions of the Application of Corporate Seniority (Section ~~IX-VII~~) of this Memorandum are not applicable to employees hired pursuant to this Section ~~X-VIII~~.
- G. An employee with seniority hired at a secondary plant for vacation replacement or other temporary work will remain eligible for permanent job openings in accordance with the provisions of Area Hire Placement (Section I) and Extended Area Hire Placement (Section II) of this Memorandum.
- H. All other provisions of the National Agreement and its Exhibits shall apply to employees hired pursuant to this Memorandum.
- I. This procedure does not apply to permanent job openings.
- J. The National Parties are authorized to make modifications and adjustments as necessary.

IX. LONG-TERM TEMPORARY EMPLOYEES

The parties discussed the need for employees to be hired on a long-term temporary basis (i.e., new product launch, Special Attrition Program transition).

Long-Term Temporary Employees shall be employed in accordance with the following:

- A. The Corporation shall review with the Vice President of the UAW GM Department situations requiring Long-Term Temporary Employees.

XII. TRAINING

In order to ensure consistent administration of Area Hire and/or Extended Area Hire, training materials will be developed and a joint meeting will be held of those people responsible for the administration of these provisions. Costs for the training will be covered by joint funds upon approval of the Executive Board-Joint Activities. Topics to be discussed, but not limited to, are:

- Changes in the Area Hire provisions and related matters as a result of ~~2003-~~2007 Negotiations.
- Review of existing procedures and provisions.
- ADAPT (Accommodating Disabled People in Transition).

holiday period and the next scheduled work day after each holiday period.

XII-X. REQUESTS FOR EMPLOYEES

A. Request for Temporary Employees (i.e., Summer Vacation Replacements), and Long-Term Temporary Employees shall be made in writing to the National Parties for mutual approval.

B. Temporary and Long-Term Temporary Employees will be considered for Entry Level job opportunities.

XI. TEMPORARY OPENINGS - PARAGRAPH (64)(e) (Formerly Document No. 16)

- A. Laid off employees working at permanent jobs in other General Motors plants, whose seniority would entitle them to be recalled to former locations to fill openings considered at the time to be temporary, will not be recalled or rehired under such circumstances.
- B. Furthermore, if laid off employees working at permanent jobs with outside employers or participating in the UAW-GM Dislocated Worker Program are recalled to their former locations to fill openings considered at the time to be temporary, those individuals who desire to be bypassed under the provisions of this Section should notify the appropriate General Motors employment office.
- C. In this regard, solely for the purposes of calculating the periods relative to breaking seniority and exhausting rehire rights at the former plant pursuant to Paragraph (64)(e), such employees in Sections (A) and (B) above shall be considered as having accepted recall to their former plant on the date such work became available and returned to layoff status at such time as the period of temporary work is completed.

~~(B) — The initial Secured Employment Levels for each Unit shall be equal to the sum of: (1) the number of active employees with one or more years seniority at work and on roll in the Unit on the Effective Date; (2) the number of active employees occupying SEL slots in the Unit on the Effective Date; and (3) the number of unfilled new hire obligations in the Unit as of the Effective Date due to the application of the outsourcing/new hire provisions of the 1996-99 Agreement, Appendix K (Article II (O)(2)b.3.). Such active employees will be SEL eligible and shall include employees not at work who are:~~

- ~~(1) — on vacation,~~
- ~~(2) — receiving bereavement pay,~~
- ~~(3) — on jury duty,~~
- ~~(4) — on any leave of absence of 90 days duration or less,~~
- ~~(5) — on temporary layoff, and~~
- ~~(6) — any other employee having a direct attachment to the active workforce.~~

~~(C) — A series of SEL Benchmark Minimums will be established for each Unit on the Effective Date, representing projected SEL eligible employment minimums as of the close of each calendar quarter beginning with the quarter ending December 31, 2003 through the quarter ending June 30, 2007. Each quarterly Benchmark shall be determined by subtracting from the immediately preceding SEL Benchmark an amount equal to .333% of the Unit's Initial SEL, so that the June 30, 2007 Benchmark shall equal 90% of the initial SEL. (If this calculation results in something other than a whole number, sequential rounding adjustments may be made to even out the calculations over the term of the Agreement.)~~

APPENDIX K

MEMORANDUM OF UNDERSTANDING JOB SECURITY (JOBS) PROGRAM

The Corporation and the Union are committed to enhancing the job security of General Motors employees. The Parties also recognize that such job security can only be realized within a work environment which promotes operational effectiveness, continuous improvement and competitiveness.

Accordingly, the parties have agreed to this JOBS Program and have pledged to work together, consistent with this Program and other provisions of the National Agreement to enhance the Corporation's competitive position.

The cornerstone of the JOBS Program is ~~a commitment to pre-determined Secured Employment Levels (SELs), a series of SEL Benchmark Minimums, and to provide~~ protection against indefinite layoff for eligible employees as expressly provided herein.

I. SCOPE OF THE PROGRAM - The Corporation and the Union agree that:

~~(A) The secured employment levels (SELs) (i.e., numbers of eligible employees or positions covered by this Program as defined herein) initially shall be established as of the Effective Date of the Agreement at each bargaining unit for skilled and non-skilled employees will be continued. The transfer of an employee between skilled and non-skilled will cause the SEL for the group receiving the employee to increase and the other group from which the movement occurred to decrease unless the movement occurred to satisfy the SEL, in which case the SEL will remain the same in each group.~~

DATE INITIALED: SEP 25 2007

INITIALED BY PARTIES: [Signature] [Signature]

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~~SEL who would otherwise have been laid off as a result of any event other than those described in Paragraph I(E).~~

II. JOB SECURITY ELIGIBILITY

~~ADJUSTMENTS TO THE SEL AND SEL ELIGIBILITY~~ Following the initial determination of the SEL, it will be adjusted as follows:

- (A) All seniority employees on roll as of the effective date of the 2007 GM-UAW National Agreement are covered by this Memorandum.

A plant by plant listing of the number of employees covered by this Memorandum will be provided to the National and local JOBS Committees. This report will be updated quarterly.

- (B) Discharged employees who are Job Security eligible will maintain their eligibility upon reinstatement.
- (C) When a Traditional employee quits, retires, dies or is placed on Salary, the Traditional employee will be replaced as soon as possible, but in no event no longer than 30 days, as follows:

Production

- (1) Recall a seniority employee from layoff from the facility, or rehiring an employee with a Paragraph (64) (e) rehire right or a laid off employee from the Area Hire;
- (2) Will allow an inplant Entry Level employee from the facility to become a Traditional employee;
- (3) Hire a new Entry Level employee.

~~(D) No employee will be laid off for any reason, other than described in I(E), if such layoff would cause the number of active employees in the unit to fall below the then current SEL or otherwise result in the layoff of one or more SEL-eligible employees.~~

~~(E) Paragraph I(D) notwithstanding, an employee protected from layoff by the SEL may be laid off for any of the following reasons:~~

(A) Employees may be laid off for any of the following reasons:

- (1) ~~Volume~~ volume related declines attributable to market related conditions as described in Document No. 10, JOBS Program - Volume Related Layoffs - SEL, not to exceed 48 weeks (inclusive of vacation shutdown weeks) over the life of the Agreement;
- (2) acts of God or other such reasons beyond the control of the Corporation;
- (3) the sale of a part of the Corporation's operations as an ongoing business;
- (4) the layoff of an employee recalled or reassigned to fill an opening known in advance to be temporary; or
- (5) model change or plant rearrangement until the employee otherwise would have been recalled.

(B) An employee impacted by any of the above reasons is, if otherwise eligible, covered by the appropriate Supplemental Agreements which are attached to the National Agreement as Exhibits.

~~(F) The number of employees protected by this JOBS Program will be the equivalent of the employees within the~~

~~seniority; (2) an employee with one or more years seniority is recalled, except if recalled to satisfy the SEL, and is actively at work, on vacation or receives pay in at least 26 weeks during any consecutive 52 week period ending after the effective date of the Agreement; (3) an employee with less than one years seniority is recalled, except if recalled to satisfy the SEL, who subsequently attains one years seniority and is actively at work, on vacation or receives pay in at least 26 weeks during any consecutive 52 week period ending after the effective date of the Agreement; (4) an employee rehired pursuant to Paragraph (64)(e), except if rehired to satisfy a SEL, who subsequently attains one years seniority and is actively at work, on vacation or receives pay in at least 26 weeks during any consecutive 52 week period ending after the effective date of the Agreement; (5) an employee newly hired after the effective date of the Agreement who attains three years seniority; (6) an employee deemed to be eligible, recalled or newly hired in order to satisfy a SEL Benchmark Minimum. Notwithstanding the above, the National JOBS Committee is authorized to establish special mechanisms, including SEL eligibility provisions, for the purpose of attracting new work.~~

- ~~(B) The SEL will be reduced for the attrition of eligible employees who quit, retire, or die.~~
- ~~(C) Unit SELs will be adjusted in the event of transfers of operations or consolidations between Units. The Unit SEL will be decreased by one at the transferring location and increased by one at the receiving location by the corresponding number of employees who transfer, unless otherwise agreed to by the National parties. Similarly, corresponding adjustments will also be~~

An Entry Level seniority employee who becomes a Traditional employee will be covered by this Memorandum.

Skilled Trades

- (1) Recall a seniority employee from layoff from the facility, or rehire an employee with a Paragraph (64) (e) rehire right; or a laid off employee from the Area Hire
- (2) Either transfer a skilled trades employee working production into the trade, or place an Apprentice, or place a Document 63 retrained journey person;
- (3) Hire a new skilled trades employee

Issues arising from implementation of this Section II (C) will be referred to the National Parties for resolution.

- (D) The numbers of jobs outsourced minus the number of jobs insourced (as defined in Appendix L) will be treated as attrition applied on a unit basis.
- (E) Attrition replacement will be delayed during a market driven related layoff.
- (F) Attrition replacement when a plant has employees on Protected Status will be handled in accordance with Document 118 of the National Agreement.
- ~~(A) An employee shall become SEL eligible for any of the following reasons at which point the SEL will be increased by one position for each such employee: (1) an employee in the active workforce, as defined by Paragraph I(B) who had less than one year seniority on the Effective Date of the Agreement who subsequently attains one year of~~

Seniority and Transfers

Employees hired under this Memorandum will be eligible to transfer within the classifications covered by this Memorandum in accordance with applicable National or Local Agreement provisions, and may apply and be transferred, if qualified, to the skilled trades, apprentice or EIT classifications. Notwithstanding any such transfer, these employees will continue to be covered by this Memorandum.

Wages and Classification Groupings

There are three (3) production wage rates and corresponding classification groupings set forth in Attachment A to this Memorandum. Disputes over the placement of any remaining classifications into these classification groupings that are not resolved by the local parties will be referred to the National Parties.

Employees covered by this Memorandum will receive the following rates of pay:

	<u>Group A</u>	<u>Group B</u>	<u>Group C</u>
Production Rates -	\$16.23	\$15.30	\$14.50
Starting Rates -	\$14.61	\$14.00	\$14.00

A Performance Bonus equal to three percent (3%) of Qualified Earnings will be paid in 2008, 2009, 2010 and 2011 to employees covered by this Memorandum in accordance with the following table, provided the employee has seniority as of the designated eligibility date:

<u>Eligibility Date</u>	<u>Amount</u>	<u>Payable during week ending</u>
April 28, 2008	3% of qualified earnings	May 25, 2008
April 27, 2009	3% of qualified earnings	May 24, 2009
April 26, 2010	3% of qualified earnings	May 23, 2010
April 25, 2011	3% of qualified earnings	May 22, 2011

An employee's Performance Bonus will be based on the qualified earnings during the 52 consecutive pay periods immediately preceding the pay period in which each designated eligibility date falls. Qualified Earnings for this purpose shall be calculated on the same basis and on the same compensation as performance bonuses are calculated in the UAW-GM National Agreement.

NEW
Memorandum of Understanding
UAW-GM Entry Level Wage & Benefit Agreement

In accordance with and as part of the 2007 UAW-GM National Agreement between International Union, UAW (hereinafter referred to as UAW) and General Motors Corporation (hereinafter referred to as GM), the UAW and GM agree as follows regarding wage and benefit levels and other matters applicable to certain employees hired after the effective date of the 2007 UAW-GM National Agreement. Except as otherwise specified in this Memorandum, employees hired after the effective date of this Memorandum will be covered in all respects by the UAW-GM 2007 National Agreement.

Notwithstanding the foregoing, or anything else to the contrary, Article 2 of this Memorandum applies to all UAW-represented GM facilities covered by the 2007 UAW-GM National Agreement.

Article 1

Duration

This Memorandum shall take effect on the effective date of the 2007 UAW-GM National Agreement ("Effective Date") and continue until 11:59 p.m. (Detroit time) on September 14, 2011, subject to the modification and termination provisions of Paragraph (223) of the 2007 UAW-GM National Agreement.

Applicability

The terms of this Memorandum apply to all entry level employees at all GM facilities covered by the UAW-GM National Agreement. "Entry level employees" means regular employees hired on or after the date this Memorandum into the non-core work functions identified on Attachment A of this Memorandum. The entry level wage rate identified in this Memorandum shall apply to any such entry level employees until such employee becomes a regular, non entry level employee as provided in Appendix A of the 2007 GM-UAW National Agreement.

DATE INITIALED: SEP 26 2007
INITIALED BY PARTIES: RRR JB

will not be changed to reflect subsequent revisions in the published data, nor will a Wage Formula adjustment for a prior year be changed as a result of subsequent revisions in the underlying data.

The wage rates for skilled trades employees provided in the UAW-GM National Agreement will continue to cover skilled trades employees, including journeymen/women hired after the Effective Date, new apprentices hired directly into an apprentice classification after the Effective Date, and production employees hired under this Memorandum who are subsequently promoted to a journeyman/woman classification, transferred to EIT or EITS status, or indentured as an apprentice.

Vacation Entitlement

The maximum annual vacation entitlement for employees covered by this Memorandum shall be 160 hours.

Independence Week Period

National Agreement Paragraphs (202) (d), (202) (e), (202) (f) and (202) (g) will not apply to employees covered by this Memorandum. For any days on which an employee covered by this Memorandum who has obtained seniority and is not scheduled to work during the Independence Week Period, such employee will have the option of using Vacation Entitlement hours, if available, or be granted an unpaid leave of absence for such Independence Week Period.

Memorandum of Joint Activities and Legal Services

The funding provisions of Section III, subsections A and B of the Memorandum of Understanding – Joint Activities and Item 19 (Contract Settlement Agreement) of the UAW-GM National Agreement will continue to be applicable for entry level employees covered by this Memorandum. Such employees will be covered by the Training Program, Health & Safety Program, Quality Network Program, the administration of the Dependent Care Spending Plan, specific Work/Family Programs, i.e. the Diversity Program, Employee Assistance Program, Critical Incident Intervention Program, and the Workplace Violence Initiatives Program. These programs, services and related activities will continue to be jointly administered, developed and implemented. In addition, entry level employees covered by this Memorandum will be included within the scope of Exhibit I – Group Legal Services Plan.

Document 129 – Retiree Tuition Assistance Plan, Document 130 – UAW-GM Scholarship Program for Dependent Children, the Tuition Assistance Program, Pre-and Post-Retirement programs, the National Paid Educational Leave Program, Child and Elder Care referral services, the Homework Hotline, and any subsidy for any child care center usage will not be provided for employees covered by this Memorandum.

1. Wages

a. Production Employee New Hire Rates

For all production employees hired after the Effective Date of this Memorandum, new hire rates shall be established at the greater of (a) \$14.00 per hour, or (b) 90% of the prevailing Production Rate for the respective classification. Employees hired at the 90% level will receive four wage progression increases, one every 26 weeks in an amount equal to 2.5% of the then-prevailing Production Rate, until reaching the Production Rate for the relevant classification over the course of 104 weeks. Employees hired at the \$14.00 rate will receive four wage progression increases, one every 26 weeks, in the amount necessary to achieve the then-prevailing Production Rate over the course of 104 weeks in four proportional increases. These proportional increases shall be equal to the difference between the then-prevailing Production Rate for the classification and the employee's then-current rate multiplied by 25% for the first progression increase; 33% for the second; 50% for the third; and 100% for the fourth and final progression increase. All new hires will also receive the wage increases described in Section 1.b below.

b. Wage Formula Increases

Effective with the Monday of the week that includes the first scheduled workday of 2008 (12/31/2007), 2009 (1/5/2009), 2010 (1/4/2010) and 2011 (1/3/2011), the hourly wage rate for each production employee will be increased by a percentage equal to the greater of (a) the annual percentage increase in average hourly earnings, excluding overtime, of employees in the Manufacturing sector (BLS Series CEU3000000033) or (b) the annual percentage increase in the All Items, Less Medical, CPI-W Index (1982-84=100), both as calculated for the 12 month period ending with the month of August prior to the respective increase date. In the event a calculated increase exceeds 3.75%, wages will be increased by 3.75% and the parties will determine a mutually acceptable disposition of the excess, guided by the twin goals of enhancing UAW members' job and income security and the company's competitiveness. In the event the wage formula generates a negative result, wages will not be reduced. Instead, the negative result, up to a negative 3.75%, would be used as a direct offset to the next subsequent formula increase (and subsequent increases after that, if necessary, until fully offset). For example, if the formula produced a negative result of 1.34% in one year followed by a 2.45% increase in the next year, the adjusted increase in the second year would be a net 1.11%. The engineering method of rounding will be adopted for all Wage Formula calculations: to three decimal places for the Manufacturing sector average hourly earnings component; to four decimal places for the annual inflation component; to four decimal places for year-to-year percentage changes for each of these components; and to two decimal places for new base hourly wage rates following application of a four decimal Wage Formula increase.

c. Wage Formula Basis

In the event that either of the BLS Series data as referenced above is eliminated, the parties will adopt a mutually agreeable successor or replacement series for use in future calculations. When calculating a Wage Formula result for a current year, BLS data from the preceding year's calculation will become the basis for the current year formula and

investigation of and the prompt resolution of all issues discussed relative to this Memorandum.

The Joint Committee will have full authority to settle all matters that are properly before it, recognizing that disputes governed by appeal procedures of the respective Benefit Plans, and other issues consistent with applicable law, may be outside the scope of the Committee's authority. If the Joint Committee is unable to resolve a matter properly before it, the matter will be referred directly to arbitration, using the arbitration provisions, including the restrictions on the powers of the Umpire, contained in the UAW-GM National Agreement. Such matters will immediately move to the top of the arbitration docket.

Such programs or services will be offered if the parties are able to develop a process for making such programs or services available to employees covered by this Memorandum on a space-available basis without cost.

Document 38 – Orientation Program

The National New Hire Orientation Program developed by the Center for Human Resources will be modified to incorporate a thorough understanding of the industry's need to transform to meet the challenges of the marketplace. The program will include the role of the parties in preserving jobs while still maintaining the core values historically provided in the parties' bargaining agreements.

Benefit Plans

Except as set forth in this Memorandum or Attachment B, employees covered by this Memorandum will be covered by the benefit plans set forth in the UAW-GM National Agreement

Appendix K

Appendix K is not applicable to employees covered by this Memorandum.

Article 2

Scope

Except as specifically provided in this Memorandum, all provisions of the 2007 UAW-GM National Agreement, Agreements and understandings and local agreements existing as of the Effective Date shall apply to employees covered by this Memorandum.

Any future changes to the UAW-GM National Agreement, Agreements or understandings will apply to employees covered by this Memorandum only by express agreement between the National Parties.

Compliance - Dispute Resolution

Disputes, local and national, involving the application or interpretation of this Memorandum, including but not limited to the commitments set forth in Article 1 above, will be reviewed by a Joint Committee consisting of three (3) members appointed by the UAW Vice President and Director of the General Motors Department and three (3) members appointed by the Vice President, Labor Relations, General Motors Corporation.

The Joint Committee shall meet at least quarterly. GM and the UAW shall advise the Joint Committee at each meeting of any issues surrounding the administration and implementation of this Memorandum. GM will provide information as necessary on any issues raised for discussion or resolution. The parties commit to the thorough

Attachment B

Benefit Plans Agreement

The 2007 Supplemental Agreements covering the Benefit Plans between the UAW and GM are applicable with the following exceptions:

SECTION I: Health Care Program

For purposes of the Health Care Program, "Entry Level Employees" as defined in this Memorandum will not be eligible for post-retirement health care coverage from the Corporation, or for Corporation-provided coverage for their survivors. They will be eligible for contributions to a fund discussed in subsection 7., below.

Additionally, "Entry Level Employees" will be subject to the adjustments to the General Motors Health Care Program for Hourly Employees as discussed in subsections 1. through 6., below.

1. They will become eligible for health care coverages under Appendices A and B (Medical Plan) as provided in Article III, Section 2(a)(1) of the Program.
2. They will become eligible for coverage under Appendix C (Dental Plan) and for annual eye exams under Appendix D (Vision Plan), on the first day of the month next following the month in which the employee is actively at work (or on disability leave) after acquiring three (3) years of seniority. Eyeglass frames and lenses may be obtained at discount through Vision network providers.
3. They will become eligible for full coverage under Appendix D (the Vision Plan) on the first day of the month next following the month in which the employee is actively at work (or on disability leave) after acquiring five (5) years of seniority.
4. They will not be able to enroll Sponsored Dependents.
5. They will have their Medical Plan enrollment limited to the TCN option, modified to include the cost-sharing requirements shown in the table below:

Annual Deductible	
In-Network	
Single	\$300
Family	\$600
Out-of-Network	
Single	\$1,200
Family	\$2,100
Co-Insurance	

Attachment A

Agreement Wage Structure

A

Highest Rates

Machining (PT)

- Camshafts
- Connecting Rods

Others

B

Medium Rates

Sub Assembly

Inspection

Non Core Stampings

Non Core Blanks

Others

C

Minimum Rates

Truck Driver

Material Handling

Unitizing

Warehousing

Kitting

Sequencing

Repacking

Others

ATTACHMENT B-1

Flexible Spending Account

Entry-Level Employees will be eligible for a credit to a Flexible Spending Account in the amount of \$300.00 for an employee with individual health care coverage, or \$600.00 for an individual with family coverage, at the time they first become eligible for health care coverages. In subsequent years, they will be eligible for Corporation credits to such Flexible Spending Accounts in any year (or portion thereof) in which they are eligible for health care coverages.

Entry Level Employees who are not eligible for health care coverages at the beginning of any year, will not be eligible for Corporation credits to the Flexible Spending Account. However, if coverage commences or is reinstated during the year, the individual immediately will become eligible for the Account

Subject to changes in federal tax law, almost any health care expense that is eligible for a deduction for federal income tax purposes may be eligible for reimbursement from the Flexible Spending Account. However, a new hire may not deduct an eligible expense on his/her federal income tax return and receive reimbursement for that same expense. In addition, expenses eligible for reimbursement from a Flexible Spending Account include deductibles and co-payments, but not contributions paid for health care coverage continued through General Motors or premiums paid for non-GM coverage.

The entire amount of the Flexible Spending Account is available to be paid for eligible expenses at any time, as long as the expense is incurred while covered by the Account. If an Entry Level Employee's health care coverages are terminated during the year, the individual will still be able to file claims for services rendered during that year.

Claims may be filed for services received in any year for which a Flexible Spending Account is established. Claims for services incurred in a calendar year may be submitted for reimbursement through March 31 of the following year. Entry Level Employees have until March 31 of the following year to submit expenses for services rendered during the prior plan year. Claims that are submitted after that time for a prior year cannot be reimbursed.

If an individual submits a reimbursement claim form and is reimbursed for expenses that are not covered, or for more than should be allowed, federal law requires that such reimbursement is taxable income to claimant. The claimant will be responsible for paying any tax required on such amounts.

Flexible Spending Account credits may be used only for eligible expenses. However unused amounts at the end of each calendar year will be forfeited (the "Use it or lose it" rule).

In-Network	10%
Out-Of-Network	35%
Out-Of-Pocket Maximum	
In-Network	
Single	\$1,000
Family	\$2,000
Out-of-Network	
Single	No Limit
Family	No Limit
Prescription Drugs (Retail and Mail Order)	
Generic	\$7.50/script
Brand	\$15.00/script

6. During the life of this Memorandum, the Corporation will provide annual credits to Health Care Spending Accounts for them (See Attachment B-1).

7. Upon retirement or death, Program coverage will cease at the end of the month last in active service. In lieu of Corporation contributions for health care coverage in retirement (or for surviving spouse health care coverage), and continuing during the working career of all new hires, the Corporation will contribute an amount equal to \$1.00 for every compensated hour into the employee's 401k plan. The parties have agreed to continue to study more efficient methods for delivering this benefit.

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- Sickness and Accident Benefits and Extended Disability Benefits coverage under the Life and Disability Benefits Program will apply on the date following the date an employee acquires one year of seniority.
- Duration:
 - 1 year seniority but less than 3 years seniority – 26 weeks.
 - 3 or more years seniority – 52 weeks.

D. EXTENDED DISABILITY BENEFITS:

- Eligibility and Duration:
 - 1 year seniority but less than 3 years seniority – 13 weeks.
 - 3 years seniority but less than 5 years seniority – 26 weeks.
 - 5 or more years seniority – the same duration as provided in the UAW-GM Life and Disability Benefits Program.

SECTION V: Supplemental Unemployment Benefit Plan (SUB)

Except as specifically modified herein, all benefits shall be governed by the provisions of the Plan.

A. ELIGIBILITY AND DURATION:

- 1 year seniority but less than 3 years seniority – 26 weeks.
- 3 or more years seniority – 52 weeks. At the point 52 weeks is exhausted, the company will provide up to an additional 104 weeks.
- Work related expenses are \$15.00.

SECTION VI: Profit Sharing Plan

- Eligibility based on current Plan provisions.

SECTION VII: Dependent Care Reimbursement Plan

- Eligibility based on current Plan provisions.

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