

**LOCAL
AGREEMENTS**

BETWEEN

GENERAL MOTORS OF CANADA LIMITED
St. **Catharines**, Ontario

and the

NATIONAL AUTOMOBILE, AEROSPACE AND
AGRICULTURAL IMPLEMENT WORKERS
UNION OF CANADA (**CAW-CANADA**)

LOCAL **199**
St. **Catharines**, Ontario

DATED

September **29, 1993**
(Effective: October **4, 1993**)



01976 (04)

PREFACE

Unless otherwise changed by the introduction of new language, the masculine personal pronouns used throughout these Local Agreements are applicable to all employees, male and female.

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MEMORANDUM OF

LOCAL

WAGE AGREEMENT

entered into

this **4th** day of October **1993**

BETWEEN:

General Motors of Canada Limited
St. Catharines, Ontario
Hereinafter referred to as the Company,

AND

National Automobile, Aerospace and Agricultural Implement
Workers Union of Canada (CAW-Canada), Local No. 199,
St. Catharines, Ontario
Hereinafter referred to as the Union,

WHEREAS

the parties, together with other parties, entered into an
agreement dated this **4th** day of October **1993** (hereinafter
referred to as the "Master Agreement"), and

WHEREAS

the said Master Agreement contemplates that certain matters
pertaining to wages may be the subject of local agreement
which matters are herewith made the subject of this Local
Wage Agreement,

WITNESSETH:

(1) The job classifications, wage rates and general wage provisions in effect on October ~~4, 1993~~ shall remain in effect during the term of this Agreement except as provided in the Master Agreement or in the remainder of this Agreement.

(2) When an employee is regularly assigned to work in two or more differently-rated classifications, he will be paid the rate of the highest classification for the entire shift.

(3) The following provisions do not apply to the Skilled Trades.

(4) (a) When an employee is temporarily required to work in a lower rated classification other than his own when work is not available within his own classification, such employee shall receive the established rate for the classification in which he is required to work.

(b) Notwithstanding the above, when an employee is temporarily transferred to a lower rated job classification but he works one (1) hour within his regular job classification, he will be paid the established rate for his classification for all the hours worked on that day.

(c) In the event an employee is temporarily assigned to a higher rated job classification on any given day, he will be compensated at the higher rate for all hours worked on that day, providing he works on such higher rated job classification for one (1) hour or more.

(d) When an employee is temporarily required to work in a lower rated classification other than his own, while work within his own classification is available, such employee shall receive the higher of the two established rates,

(5) Permanent Transfer to Lower Rated Job Classifications.

Employees transferred to a lower-rated job classification will receive the established rate for the job classification to which they are assigned.

(6) Permanent Transfer to Equal Rated Job Classification

Employees transferred to an equal-rated job classification will receive not less than a rate comparable to that which they had been receiving prior to transfer. Should an employee's rate be less than the established rate of the job classification to which he has been transferred, he will be advanced to the established rate within ten (10) days, or as soon as he is capable of performing the normal requirements of the job, whichever occurs first.

(7) Permanent Transfer to Higher Rated Job Classifications.

Employees transferred to higher rated job classifications will receive a rate not more than five (5) cents below the established rate of the job classification to which they are transferred. Such an employee will be advanced to the established rate of the job classification to which he has been transferred within ten (10) days, or as soon as he is capable of performing the normal requirements of the job, whichever occurs first.

(8) Paragraphs (5), (6) and (7) above do not apply to transfers to job classifications set out under Exhibits "C" and "D". An employee transferred to a job classification in Exhibit "C" or "D" will receive the established rate providing he is capable of performing the normal requirements of the job, but in any event, not more than five (5) cents below the established rate. Subsequently, he will be advanced to the established rate when

he is capable of performing the normal requirements of the job, but in any event, within the time limits set out below:

Exhibit "C" - 30 Days

Exhibit "D" - 30 Days

(9) An employee permanently transferred to a classification with an established range of rates (as listed in Exhibit "E" of Appendix "A" attached) will receive a rate which is thirty (30) cents below the minimum of the rate range classification to which he is transferred. If retained in the classification, the employee will receive a five (5) cents per hour increase each thirty (30) days until the minimum of the rate range classification is reached. Thereafter the employee will be advanced to the maximum rate within ninety (90) days. An employee who is capable of performing all of the normal requirements of the job prior to the expiration of the progression period outlined above, will receive a rate not less than the minimum rate of the classification,

(10) Employees who are retained for inventory taking shall be paid the established rates for their respective classifications for all time worked during the posted inventory period.

(11) A re-engaged employee who had previously established seniority with the Company and who has had satisfactory experience in the classification to which he is assigned will receive a rate comparable with that which he previously received on the same classification.

(12) A Skilled Trades Leader shall not receive a reduced rate when, for a temporary period, he is required to perform, within his classification, duties other than leading.

(13) (a) A Skilled Trades Leader shall receive a rate of twenty (20) cents an hour above the maximum rate of the Skilled Trades classification in which he has journeyman status, within a ninety (90) day period.

(b) Non-skilled employees classified as Lead Hand or Utility will receive a rate ten (10) cents per hour above the rate for the highest-rated classification which they service.

(c) Employees classified as Toolsetter-General will receive a rate fifteen (15) cents per hour above the highest rated classification which they service.

(14) On job classifications where there are merit spread rates, the Chairman of the Shop Committee will be notified within sixty (60) days of the date of the Agreement and each six (6) months thereafter of the names of the employees who received rate increases during the period, together with the date of such increase and the amount of such increase.

(15) Attached hereto as Appendix "A" are the wage rates by job classification as agreed upon by the parties, which wage rates exclude the increases in wage rates provided for in the Master Agreement dated October 4, 1993

The parties agree that this Agreement will continue in full force and effect without change so long as the Master Agreement remains in effect.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives the day and year first written above.

FOR:

FOR:

LOCAL 199 CAW

**GENERAL MOTORS OF
CANADA LIMITED**

R. Davis
L. Bartley
W. Culp
G. Martin
R. McSparran
M. Michaud
W. O'Dell
B. Orr
H. Stubbart

B. A. Anderson
M. M. Di Carlantonio
R. A. Di Risio
R. S. Goulding
P. A. Lefrancois
W. K. Marsh
B. McGillion
D. G. McLean
H. J. Quinlan
D. Radu
L. R. Tufford

FOR

The Area Director,
CAW-Canada

Signed:
J. D. Clout

MEMORANDUM OF
LOCAL
SENIORITY AGREEMENT

entered into

this 4th day of October 1993

BETWEEN:

General Motors of Canada Limited
St. Catharines, Ontario
Hereinafter referred to as the Company,

AND

National Automobile, Aerospace and Agricultural Implement
Workers Union of Canada (CAW-Canada), Local 199,
St. Catharines, Ontario Hereinafter referred to as the Union,

WHEREAS

The parties, together with other parties, entered into an
agreement dated this 4th day of October 1993 (hereinafter
referred to as the "Master Agreement"), and

WHEREAS

The said Master Agreement contemplates that certain matters
pertaining to seniority may be the subject of local agreement,
which matters are herewith made the subject of this Local
Seniority Agreement,

WITNESSETH:

(16) Seniority rights shall be exercised in the seniority group, department, and division, or in accordance with the Skilled Trades Flow Chart where applicable, as set out in Exhibit "B" of the Local Seniority Agreement.

Seniority shall be exercised in accordance with the following schedules, provided the employee exercising seniority is capable of performing the normal requirements of the job.

LAYOFFS

(17) The following procedures will apply both to Skilled Trades and Production employees within their respective groups. For the purpose of these provisions, a Skilled Trades Department as defined in Paragraph 1, Supplement #1 of the Local General Agreement will be considered as a seniority group.

(A) TEMPORARY LAYOFFS

Definition

A layoff is considered to be temporary for a period not to exceed twenty (20) working days (ten (10) working days in the case of skilled trades). When the Company gives notice of a layoff such notice shall stipulate the estimated length of the layoff.

Procedure

(1) In case of a temporary layoff of a balance of a shift, to and including one complete shift, no seniority will be exercised.

(2) If a temporary layoff extends beyond (1) above and does not extend beyond the balance of a calendar week, seniority will be exercised within the seniority group on the specific shift only.

(3) If the temporary layoff extends beyond (2) above, then seniority will be exercised within the seniority group for the balance of the temporary layoff,

(4) The parties agree that notwithstanding Paragraph 3 above, for layoffs of known duration beyond the balance of a week but less than twenty (20) working days, (ten (10) working days in the case of skilled trades), the principles of inverse seniority, defined as follows, will be applied.

(a) Employees with less than one (1) year's seniority in each seniority group affected will be laid off first.

(b) Thereafter, if less than a full complement of employees with one (1) year or more of seniority are required to perform the available work, employees in the seniority group affected, shall be laid off in inverse of seniority from the group.

(c) In the event employees are required during the temporary layoff in a specific seniority group, management will recall firstly, employees with one (1) or more years of service in line with their inverse seniority to the affected seniority group. If additional employees are required, management will recall employees with less than one (1) year's seniority in the group by seniority order.

(d) Special problems arising under or not covered by this paragraph may be discussed between Labour Relations and the Shop Committee.

(5) Apprentices - Temporary Layoffs

Pursuant to Paragraph (138) of the Master Agreement, in the case of temporary skilled trades layoffs, apprentices will be removed from the Skilled Trades Department affected, prior to journeymen being laid off, in accordance with the following procedure. It is understood that for layoff purposes the apprenticeship date of entry seniority will be used.

(a) For the balance of a shift to and including one complete shift no seniority will be exercised.

(b) If the temporary layoff extends beyond (a) above and does not extend beyond the balance of a calendar week, seniority will be exercised within the apprentice classification within the Skilled Trades Department affected on the specific shift only.

(c) If the temporary layoff extends beyond (b) above then the apprentice will exercise his seniority within the apprentice classification within the Skilled Trades Department affected for the balance of the temporary layoff.

(d) It is understood that those apprentices who are temporarily laid off will have no claim to return to their former seniority group pursuant to Paragraph (138) of the Master Agreement.

(B) PERMANENT LAYOFFS

Definition

A permanent layoff is a layoff exceeding twenty (20) working days (ten (10) working days in the case of skilled trades)

Procedure

(1) In the event of a permanent layoff, employees who are affected will exercise their seniority first against the lowest seniority employees in their seniority group and, failing to have sufficient seniority to be retained in the group, will exercise their seniority against the lowest seniority employees in the seniority department.

The lowest seniority employees so affected in the department will exercise their seniority on a division wide basis. The lowest seniority employees so affected on a division wide basis will exercise their seniority against the lowest seniority

employees covered under Exhibit "A" of the Memorandum of Local Seniority Agreement. (In the case of Skilled Trades employees, journeymen will be removed in line with their seniority from the skilled trades classification affected and shall flow according to the Seniority Flow Chart - Exhibit "B").

(2) Exceptions to the ordinary rule as set out in Paragraph (17)(B)(1) will be permitted during permanent layoffs in the following situations:

(a) In the event of a permanent layoff which would result in a demotion from such employee's regular classification, to exercise seniority within the group and department, against the employee with the lowest seniority in the employee's job classification. Failing this, the employee will exercise his/her seniority against the lowest seniority employee in the group.

(b) In the event of a permanent layoff which would affect a lead man, toolsetter, gauge inspector, or key inspector, the affected employee will be entitled to exercise his seniority in his former classification in his division should he have sufficient seniority to do so.

(3) In the event a product line of a division is discontinued, the employees affected may exercise their seniority in their respective classifications on a plant-wide basis.

GENERAL OCCUPATIONAL GROUPS - GENERAL PROVISIONS

(M)(A) When an employee is temporarily transferred from one seniority group to another, there shall be no loss in seniority. However, in case of such transfer not exceeding sixty (60) days, an employee will retain his seniority rights in the seniority group from which he was transferred. In case of a transfer exceeding sixty (60) days, an employee's seniority rights shall be exercisable in the seniority group to which he was transferred for such sixty (60) days and not in the seniority

group from which he was transferred. Such period can be extended by mutual agreement between the Parties,

Provided, however, that on transfers occurring due to the layoff and recall provisions of this Local Seniority Agreement and Paragraph (62)(a) of the Master Agreement, a seniority employee will establish his seniority in the group to which he is transferred as of the date of the transfer.

In applying the provisions of Paragraph (18)(A) of the Local Seniority Agreement, such paragraph shall not be operative when the transfer is for the purpose of replacing an employee on a sick leave of absence.

In the event the sick leave of absence is for a protracted period of time, the matter shall be discussed by the parties,

Such temporary transfers will be made without discrimination, taking into consideration the availability of employees, and their capability to perform the requirements of the job to be filled.

(B) An employee, with at least one (1) year of seniority who, as a result of a layoff, was transferred or recalled to a department other than that in which he/she was working immediately prior to such layoff, may make written application at the Employment Department within thirty (30) calendar days following such transfer or recall to return to his/her former department in line with his/her seniority as soon as possible after openings occur, providing the employee is capable of doing such work. If no such opening occurs within a period of twelve (12) months from the date of the employee's application, such application shall then be disregarded. The first secondary job opening resulting from the application of this provision will be a primary opening. Thereafter, any subsequent secondary job openings resulting from filling jobs pursuant to this provision may be filled through promotion; or through transfer without regard to seniority standing, or by new hire.

(C) In the case of facilitating of tooling, the starting of production, or other situations resulting from production difficulties, preference may be given to employees classified as Toolsetters or Leadhands within their groups,

(D) The following people shall be required to take inventory: Toolsetters, Leadhands, Storekeepers and personnel of the Material Handling and Inspection Divisions. The nature and duration of inventory assignments to each employee will be the responsibility of supervision. Special exceptions and/or problems arising under this paragraph may be discussed between Labour Relations and the Shop Committee.

(E) Pursuant to the provisions of Paragraph (58) of the Master Agreement, in the event of a layoff affecting supplemental help, the supplemental help will be returned immediately for placement in line with their seniority to the seniority groups from which they were transferred prior to their assignment to the Skilled Trades Department.

GENERAL SKILLED TRADES PROVISIONS

(19)(A)(1) Any employee permanently laid off from a Skilled Trades classification may make application at the Employment Office for work in a classification other than a Skilled Trades classification. Employees filing applications who had previously held seniority in a non-skilled classification within the bargaining unit will be credited with a seniority date equal to the amount of time spent in a non-skilled classification for recall purposes to a non-skilled opening. Also, the employee must return at the earliest opportunity to his former Skilled Trades classification, in line with his Skilled Trades seniority as openings occur. If, upon return, he shall forfeit all claim to his former Skilled Trades classification, and his non-skilled seniority shall be established in the seniority group in which he is working.

(2) The Company will inform the Chairman of the Shop Committee concerning tradesmen working on non-skilled jobs and when non-skilled employees are promoted to Skilled Trades classifications.

(B) Employees having journeymen status who are transferred from a non-skilled occupational seniority group into a Skilled Trades classification and who have not previously established seniority in such Skilled Trades classification will have a date-of-entry seniority in the Skilled Trades classification as the date of transfer.

(C) An apprentice, upon graduation, may be temporarily transferred within his trade to a classification other than the classification for which he was apprenticed, if no job is available in such classification. Subsequently, if he declines to accept an opening in the classification for which he was apprenticed, his seniority shall become permanently established in the group in which he was working.

(D) A journeyman/journeywoman with at least one (1) year of seniority who, as a result of a layoff, was transferred or recalled to a department other than that in which he/she was working immediately prior to such layoff, may make written application at the Employment Department within thirty (30) calendar days following such transfer or recall to return to his/her former department in line with his/her seniority as soon as possible after openings occur, providing he/she is capable of doing such work. If no such opening occurs within a period of twelve (12) months from the date of the employee's application, such application shall then be disregarded. The first secondary job opening resulting from the application of this provision will be a primary opening. Thereafter, any subsequent secondary job openings resulting from filling jobs pursuant to this provision may be filled through promotion, or through transfer without regard to seniority standing, or by new hire. Such journeyman/journeywoman shall be returned to his/her former department in his/her original classification in line with his/her seniority as soon as possible after openings occur, providing

that such transfer shall not interfere with the recognized functions of the Skilled Trades Flow Chart.

(E) A Leader shall be defined as a Skilled Trades employee whose main function shall be to lead or process the work of other employees and who has journeyman status in one of the classifications within the trade he normally leads.

(F) A Leader shall have seniority as a journeyman and his seniority rights shall be exercisable in the Skilled Trades classification in which he holds journeyman status.

GENERAL OCCUPATIONAL AND SKILLED TRADES PROVISIONS

(20)(A) During the annual vacation period, seniority shall not apply. This provision, however, shall not apply to Skilled Trades. Any problem arising with job continuity, job familiarity or emergency situations will be discussed between the parties.

(B) Seniority lists shall be posted monthly, unless otherwise agreed by the parties, throughout the plant at various locations mutually agreed to by both the Company and the Union. Skilled trades seniority shall be posted by classification.

(C) For the purpose of model change the affected plant areas will go down by inverse group seniority and start up by group seniority. Any deviations to this practice will be discussed by the parties to arrive at some other mutually satisfactory method of shutting down and starting up.

(D) Notwithstanding the provisions of this Seniority section, the parties hereto may at any time mutually agree upon exceptions hereto.

(E) It is understood that the Company will have reasonable time to effect the provisions of this Agreement but in no event will it extend beyond thirty (30) calendar days.

(F) Any employee who has been transferred from a non-supervisory position to a job classification in the bargaining unit shall be credited with the seniority he had established prior to March 1, 1977, and all time worked in the bargaining unit subsequent to March 1, 1977, provided:

(a) He previously worked on a job classification in the bargaining unit. This shall also be applied to employees who were promoted prior to certification of the Union.

(b) His employment with the Company has remained unbroken. Such employee may be placed on the job to which his seniority would entitle him under the Local Seniority Agreement, beginning with the last previous job he held in the bargaining unit; provided however, that if such last previously held job is no longer in existence, he may be placed in accordance with his plant-wide seniority. In no event shall such employee be transferred to a bargaining unit job at a time when the employee has insufficient seniority to be so placed.

(G) The following provisions shall be applicable to bargaining unit employees transferred out of the bargaining unit to non supervisory jobs.

(a) An employee temporarily transferred and/or promoted to a non-represented job classification within General Motors, St. Catharines for one (1) temporary period not to exceed six (6) months in total during the life of the current agreement shall continue to accrue seniority during such temporary transfers out of the bargaining unit. Temporary transfers exceeding one (1) temporary period or six (6) months in total during the life of the current agreement will result in the employee's seniority being adjusted by the amount of the excess time spent out of the bargaining unit. The Parties may mutually agree to expand upon the provisions of this paragraph locally.

(b) An employee permanently transferred out of the bargaining unit shall retain and accumulate seniority in the bargaining unit for a period of six (6) months after such transfer. Thereafter, the employee's seniority in the bargaining unit shall cease to accumulate

(c) The Chairperson of the Shop Committee will be notified of all such transfers.

(H) The parties agree that this Agreement will continue in full force and effect without change so long as the Master Agreement remains in effect.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives the day and year first written above.

FOR:

FOR:

LOCAL 199 CAW

**GENERAL MOTORS OF
CANADA LIMITED**

R. Davis
L. Bartley
W. Culp
G. Martin
R. McSparran
M. Michaud
W. O'Dell
B. Orr
H. Stubbert

B. A. Anderson
M. M. Di Carlantonio
R. A. Di Risio
R. S. Goulding
P. A. Lefrancois
W. K. Marsh
B. McGillion
D. G. McLean
H. J. Quinlan
D. Radu
L. R. Tufford

FOR

The Area Director,
CAW-Canada

Signed:
J. D. Clout

SUPPLEMENT NO. 1

To The

LOCAL

SENIORITY AGREEMENT

Dated October ~~4, 1993~~

- (1) For the purpose of applying the provisions of Paragraph 62 of the Master Agreement, a department will be defined as outlined in Exhibit "A" of the Local Seniority Agreement and in Supplement No. 1 to the Local General Agreement.
- (2) Employees will be permitted to have a maximum of three (3) valid requests for transfer on file at any time.

Employees will be entitled to two (2) transfer opportunities between departments within a six (6) month period following the date of such opportunity and one (1) transfer opportunity within their current department within a four (4) month period following the date of such opportunity.

Acceptance of any transfer between departments will invalidate any internal transfer application on file at that time and the employee must submit a new internal transfer request if desired.

- (3) Employees who have one (1) or more years seniority may make application for transfer between divisions. A seniority employee may make application for either an internal or departmental transfer. The application must specify the department or group to which they are requesting transfer. Such transfers will be limited to a maximum of fifteen (15) per month, being transferred into any division from another division, Transfers within a

division may be limited to a maximum of thirty (30) per month. The above is not intended to limit transfers into the following divisions:

1. Material Handling
 2. Inspection
 3. Tool Maintenance and Stores
 4. Machine Repair - Non-Skilled
 5. Maintenance -Non-Skilled
 6. Forge
- (4) Applications which are filed under Paragraph (62) of the Master Agreement, and have not been honoured, will become null and void sixty (60) days after the signing of this Agreement and each year thereafter on the fourth (4th) Monday of January. Paragraph (62) applications will be accepted one (1) calendar week prior to this termination date and will be considered valid the first (1st) Monday following the termination date.
- (5) Should a new seniority department representing a new product line be introduced into the plant, an applicant whose request for transfer has been cancelled under these provisions will be permitted to file an additional transfer to the new department to the maximum allowed.
- (6) It is understood and agreed that the provisions of this section do not limit or restrict the rights of the Company to transfer employees under the provisions of Paragraph (61) of the Master Agreement.
- (7) None of the provisions contained herein supersede any of the provisions of the Local Seniority Agreement.
- (8) As noted in two (2) above, a maximum of three (3) transfer applications will be permitted at any one time. Should a subsequent application be tiled, in either case, the latest dated application will be considered valid.

TO THE

LOCAL SENIORITY AGREEMENT

FOUNDRY SKILLED TRADES TRANSFERS

Dated October **4, 1993**

Prior to and during these negotiations the Company identified a serious problem pertaining to the loss of Skilled Trades expertise from the Foundry as a result of personal transfers to other St. Catharines Plants. During the Current Agreement the Foundry has experienced great difficulties in effectively maintaining and servicing the plant operations in view of this continual movement. Accordingly, in recognizing the problem the parties agreed to the following:

Apprentices who graduate to journeymen/journeywomen status and are placed in the Foundry, and newly hired journeymen/journeywomen placed in the Foundry, will not be eligible for transfer from the Foundry for a period of one (1) calendar year following the date of placement, or hire, as the case may be.

MEMORANDUM OF

LOCAL

GENERAL AGREEMENT

entered into

this day of October **4, 1993**

BETWEEN:

General Motors of Canada Limited
St. Catharines, Ontario
Hereinafter referred to as the Company,

AND

National Automobile, Aerospace and Agricultural Implement
Workers Union of Canada (CAW-Canada), Local 199,
St. Catharines, Ontario
Hereinafter referred to as the Union.

WHEREAS

The parties, together with other parties, entered into an
agreement dated this **4th** day of October, **1993** (hereinafter
referred to as the "Master Agreement"), and

WHEREAS

the said Master Agreement contemplates that certain matters
not specifically covered by the terms of the Master Agreement
nor by the terms of certain other Local Agreements between the
parties hereto may be the subject of local agreement, which
matters are herewith made the subject of this Local General
Agreement.

WITNESSETH:

(21) (a) If the services of the Chairman or a Shop Committeeman are requested by a member of Management during other than his regular shift hours, he will be paid at the applicable rate for such time as his services may be required by Management.

(b) If the services of the Chairman or a Shop Committeeman are requested by a Zone Committeeman during other than the working hours of his shift, the Chairman or Shop Committeeman will be permitted to enter such Committeeman's zone when arrangements have been made with Management. The Chairman or Shop Committeeman will be permitted to use no more than a reasonable period of time in any one plant entry, and the time so spent in the plant will not be paid for by the Company, except in cases involving Paragraphs (29) and (30) (Suspension and Discharge cases) of the Master Agreement, in which cases payment will be made at straight time rate.

(22) As provided in Paragraph (19) of the Master Agreement, and because of the existing shift arrangements, the Union shall have Committeemen on the second and third shifts with designated zones, as agreed to by the parties.

Committeemen on these shifts will not function as Committeemen under the Representation or Grievance Procedure Sections of the Master Agreement on the day shift. Similarly, Committeemen on the day shift will not function as Committeemen during the off shift hours.

(23) As provided in Paragraph (19) of the Master Agreement, zoning shall be as agreed to by the parties, provided that in addition to the requirements of Paragraph (17) of the Master Agreement, with regard to a Zone Committeeman being entitled to work, ten (10) or more employees, exclusive of employees on continuous operations shall not only be working in his zone, but also on his shift.

(24) As provided in Paragraph (19) of the Master Agreement, the functions of the Chairman under Paragraphs (11), (13), (22), (24)(a), and (29) of the Master Agreement, shall be performed by the Chairman or the Shop Committeeman in their respective areas.

(25) Pursuant to Paragraph (68) of the Master Agreement, informal leaves of absence may be granted for a period not to exceed thirty (30) days upon application of the employee to, and approval by, his Supervisor in writing. Such leaves of absence shall not be renewed.

(26) (a) Pursuant to the terms of Paragraph (22) of the Master Agreement, the Zone Committeeman may request his Superintendent or Department Head to call the Chairman, or the Shop Committeeman in the area, as set out in the Local General Agreement in Paragraph (24), to assist him at the Second Step of the Grievance Procedure, or at the interview referred to in Paragraph (28) of the Master Agreement. The Superintendent or Department Head will comply with the request without undue delay.

(b) Pursuant to Paragraph (30) of the Master Agreement, any grievance arising from a discharge or suspension may be investigated by the Chairman, or the Shop Committeeman in his area, with the Superintendent concerned, prior to the special grievance meeting with Management.

(27) If an employee is injured on the job, he will be paid for the balance of the shift on which he has been sent home, or has been sent to an outside hospital, or to an outside doctor by the Medical Department of the Company because of such injury, irrespective of when the injury occurred.

(28) Although Supplemental Help and Extra Help may on occasion be assigned to the same overtime work as journeymen they shall not have any claim to equalize overtime with journeymen.

(29) A ten-minute break period for all employees will be given after the first two hours of work after the regular starting period and after the first two hours after the regular lunch period, This break period is given conditional upon the break period limits being strictly adhered to.

The parties agree that this Agreement will continue in full force and effect without change so long as the Master Agreement remains in effect.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives the day and year first written above.

FOR:

FOR:

LOCAL 199 CAW

**GENERAL MOTORS OF
CANADA LIMITED**

R. Davis
L. Bartley
W. Culp
G. Martin
R. McSparran
M. Michaud
W. O'Dell
B. Orr
H. Stubbart

B. A. Anderson
M. M. Di Carantonio
R. A. Di Risio
R. S. Goulding
P. A. Lefrancois
W. K. Marsh
B. McGillion
D. G. McLean
H. J. Quinlan
D. Radu
L. R. Tufford

FOR

The Area Director,
CAW-Canada

Signed:
J.D. Clout

To The

LOCAL GENERAL AGREEMENT

Dated October ~~4, 1993~~

MEMORANDUM OF AGREEMENT entered into this ~~4th~~ day of October, 1993, between General Motors of Canada Limited, St. Catharines, Ontario, and National Automobile, Aerospace and Agricultural Implement Workers Union of Canada (CAW), Local 199, St. Catharines, Ontario.

(1) The following shall constitute Skilled Trades departments for the following purposes:

(a) For applying the provisions of Paragraph (159) of the Master Agreement regarding the equitable distribution of overtime;

(b) For applying the provisions of Paragraph (61) and its subsections of the Master Agreement regarding promotion to a job paying a higher hourly or base rate;

(c) For applying the provisions of Paragraph (62) of the Master Agreement, Skilled Trades Journeymen/Journeywomen may make application for transfer to openings in their Skilled Trades classification in departments other than their own.

SKOOA - General Maintenance, Components Plant
SKOOB - Die Shop, Components Plant
SKOOC - Tool Room, Components Plant
SKOOE - Tool Maintenance, Components Plant, West Side
SKOOF - Tool Maintenance, Components Plant, East Side
SKOOG - Machine Repair, Components Plant, West Side
SKOOH - Machine Repair, Components Plant, East Side
SKOOI - Machine Repair, Forge, Components Plant

- SKOOJ - Electric, Gas and Industrial Truck Mechanics,
Components Plant
- SKOOK - Foundry Maintenance
- SKOOL - Electric, Gas and Industrial Truck Mechanics,
Foundry
- SKOOM - General Maintenance Engine Plant
- SKOON - Tool Maintenance, Engine Plant
- SKOOO - Machine Repair, Foundry
- SKOOP - Machine Repair, Engine Plant
- SKOOQ - Pattern Shop, Foundry
- SKOOR - Cutter Grinders, Components Plant
- SKOOS - Cutter Grinders, Engine Plant
- SKOOT - Electric, Gas and Industrial Truck Mechanics,
Engine Plant
- SKOOU - Dynamometer Lab and Axle Change -
Components Plant
- SKOOV - Dynamometer Lab - Engine Plant

STATEMENTS OF POLICY

AND

LETTERS OF INTENT

Dated October 4, 1993

GENERAL MOTORS OF CANADA LIMITED

ST. CATHARINES, ONTARIO

(The following statements and letters which were furnished to the CAW were not a part of the Local Agreements but have been included in this booklet for information purposes.)

STATEMENT OF POLICY

Work Practice Changes and Job Opportunities

During 1993 negotiations, the parties discussed and agreed to the following statement of policy on Mutual Objectives and Commitments.

MUTUAL OBJECTIVES AND COMMITMENTS

The parties discussed their desire and primary objectives, to allow employees, the Union and the Company, to work together in a spirit of cooperation and mutual trust. The parties, accordingly have come to recognize that each has the desire, the skills, and ability to develop and support the St. Catharines operation and work force, so that it will continue to grow and prosper in a world class competitive environment, to produce components at the lowest possible cost to the consumer.

With this concept as the primary and mutual objective, the parties to this agreement, will earnestly seek to develop unique and flexible approaches which will enable them to successfully achieve these objectives, on an "on-going basis".

This objective and commitment is designed to earnestly develop a relationship that will enable the parties to produce St. Catharines Automotive Products at a quality and competitive level, second to none, and most importantly, Collective Agreements that are designed to efficiently and effectively respond to the benefit of the St. Catharines operations and work force. The Union recognizes the Company's need to grow and prosper, by continuously working together, to seek ways of always improving our competitive position, our product quality, and provide long-term job security for our employees.

The parties have agreed that the genuine application of these objectives and commitments will better position the St. Catharines operations in maintaining rear axle manufacturing, as well as acquiring new business for the St. Catharines Engine and Components facilities. The parties further recognized that operational changes may be necessary in order to meet our customer's requirements at a competitive level. In view of the current rear axle situation and the desire to grow the business in St. Catharines, the parties have agreed to implement the following to focus on improving uptime and throughput of equipment:

1. The Company and the Union will establish and implement training programs specifically designed to heighten the skill level of employees within the toolsetter and skilled trades classifications, The focus of this program is not intended to have production employees do work that requires the skills of a trade.
2. During a breakdown or imminent breakdown situation, employees will perform incidental work to assist other employees to effect the required repair, providing the work can be performed safely.
3. The Company and members of the Shop Committee will jointly review all product lines to identify the bottleneck areas of the process and will mutually seek solutions to increase production through these areas.
4. Where practicable, staggered shift schedules and break periods will be implemented to have continuous machine operations to increase uptime and productivity.

5. The parties recognize that alternative work schedules can be a strategy to increase capacity utilization. In order to assess this strategy, the parties agree to implement an alternative work schedule pilot project at both the Components and Engine Plants, within 6 months of the signing of this Agreement, subject to the approval of the Divisional Labour Relations Representatives and National Union C.A.W. Representatives.

The Company and the Union will monitor the effectiveness of these mutual commitments to ensure there are continuous improvements in uptime and throughput to endeavour to provide long term job security for our people.

D. G. McLean
Personnel Director -
St. Catharines Plants

H. H. Stubbert
Chairperson -
Shop Committee
Local 199, C.A.W.

Shop Committee

Bruce Allen
Les Bartley
Bill Culp
Fred Dougan
Gary Martin
Bob McSporrان
Mike Michaud
Sandy O'Dell
Bruce Orr

STATEMENT OF POLICY

QUALITY

During 1990 Negotiations, the Parties reaffirmed their commitment to Quality. In our ever changing and increasingly competitive business, it is paramount that we in St. Catharines continue to work towards improving methods and processes in an effort to enhance our product quality. Both the Union and Management commit to work towards fostering St. Catharines' reputation as a world class producer of automotive components. We support the premise of satisfied customers through quality products.

D. G. McLean
Personnel Director -
St. Catharines Plants

J. D. Clout
Chairperson -
Shop Committee
Local 199, C.A.W.

STATEMENT OF POLICY

LEAD HANDS, TOOLSETTERS, JOURNEYMEN AND
GROUP LEADERS

The function and job responsibility of Lead Hands, Toolsetters, Journeymen and Group Leaders varies with the type of work, and area in which they are engaged. Their duties do not include the responsibility of supervision in the disciplining or reprimanding of employees including tempo of performance.

In the event of failure or refusal to follow the direction of a Lead Hand, Toolsetter, Journeyman or Group Leader, the direction will be repeated by a member of Management.

STATEMENT OF POLICY

DAY JOBS FOR UNION REPRESENTATIVES

The Company will endeavour to provide day jobs for the Chairman, for Zone Committeemen and for Alternate Committeemen, who represent day shift employees, and the Executive Board of the CAW, Local 199, Local Representatives for Pension, Insurance, S.U.B. Plan, Substance Abuse, and their Alternates, and the Apprentice Chairperson, if they are working in the Plant.

STATEMENT OF POLICY

OVERTIME EQUALIZATION

For the purposes of administering overtime, the following rules shall be followed:

- 1.** Hours will be credited in terms of total paid hours involved (one hour at time and one-half equals one and one-half credit hours).

- 2.** When overtime hours are available to an employee and he is absent, or if he declines an offer of work, the hours available to the employee shall be credited as if he had worked them. However, if the notification of overtime occurs after the regular working hours and the employee declines the overtime, the hours shall not be charged to the employee. This also applies to employees asked to work overtime while working overtime. These employees should not be credited if they are excused from such overtime.

- 3.** In this Statement, “available hours” means the hours available when the entire equalization group on such shift is scheduled to work overtime. In such cases, all employees including those employees absent due to sickness or employees on approved leaves of absence will be credited for such hours as if they had worked them.

- 4.** When part of an equalization group is scheduled to work overtime, some employees may not be scheduled because they are not capable of performing the work scheduled for overtime due to compensable injury, occupational injury or disease. In such cases, these employees will not be credited for hours lost. At the time such employees are capable of performing scheduled overtime work, they will be credited with the average hours of the group if the average will increase their overtime total.

5. A new hire shall be credited with the average hours of the equalization group in which he has been placed.

6. An employee on an authorized leave of absence for a period of less than thirty (30) days will have the hours he would have had available credited to him as provided in Paragraph 2 above. An employee on authorized leave of absence for a period of thirty (30) days or more shall cease to have available hours credited to him, and upon returning to any equalization group will be credited with the average hours of the group if such average will increase his overtime hours. However, if no overtime has been worked in his group during this period, his total of overtime hours will not be changed.

7. In the case of temporary transfers to other equalization groups, the employees temporarily transferred will be given the average of the group to which they are transferred. Temporary transfers will not be recognized under Paragraph (159) of the Master Agreement unless all employees in the equalization group, the employee has been temporarily transferred to, are working.

8. Employees returning from layoff or employees transferred to new equalization groups will be given the average of their new groups. However, employees returning from a layoff of thirty (30) days or more and returning to their former equalization group will be given the average hours of the group if such average will increase their overtime hours. An employee returning to his former equalization group from transfer will take the hours credited to him at time of transfer plus any additional overtime hours he worked while transferred.

An employee returning from layoff or transfer to his original group will not have his hours increased if no overtime was worked in the group while he was absent from it.

9. All Union Committeemen, and their Alternates, shall be credited with all hours available to them with the exception of hours declined for representation. Hours charged to Committeemen and their Alternates will not be used in computing the average overtime hours of the equalization group.

10. Equalization of hours shall be kept on a continuous basis. At the beginning of each year the employee lowest in hours will be given zero hours and the rest of the group will be adjusted accordingly. Equalization records will be used by supervision as a guide in scheduling overtime work.

11. The Company will review with the Union any unusual circumstances which may arise regarding the overtime equalization rules.

No. 4

STATEMENT OF POLICY

SHIFT HOURS OF MAINTENANCE SERVICE DEPARTMENTS

When it is necessary to place Maintenance Service employees on three shifts, there will be no overlapping of the shifts. Such shifts will be scheduled as straight eight hour shifts with fifteen-minute paid lunch periods.

STATEMENT OF POLICY

SKILLED TRADES OPENINGS

Employees working in non-skilled classifications who qualify as journeymen under Paragraph (153) of the Master Agreement, may make application for openings in Skilled Trades classifications.

Journeymen will be selected by seniority from those applicants who have the necessary qualifications for the openings to be filled.

STATEMENT OF POLICY

OVERTIME LUNCH PERIOD ARRANGEMENTS

Employees will receive the same lunch periods on weekend overtime as they had during their normal work week except when they are transferred temporarily to a classification or work group having a different lunch period arrangement.

STATEMENT OF POLICY

SKILLED TRADES DRIVING TOWMOTORS AS A
TOOL OF THE TRADE

During these negotiations, a very serious problem involving jurisdiction of Company personnel driving Towmotors was discussed.

Both parties agreed that a solution had to be found before an agreement could be reached.

The parties agreed that all Towmotors under 9 tons would be removed from the Maintenance Department.

Sufficient Towmotor Drivers using Towmotors less than 9 tons would be assigned to the Maintenance Department to perform the transporting of materials and equipment.

The driving of the Drott crane will be assigned to trained employees in the Millwright and Millwright-Hoisting Engineer classifications.

The Company will institute a study of Towmotor use in the Pattern Shop to determine whether the Towmotor work in this area can be efficiently assigned to the Foundry trucking group.

It is recognized that skilled tradesmen may do certain work using the 9 ton and over towmotor as a tool of the trade. It is also recognized that work done by under a 9 ton towmotor will not be performed by skilled tradesmen.

Company representatives have instructed Area Supervisors that no abuse to this document will be tolerated.

STATEMENT OF POLICY

PERSONAL AND EMERGENCY RELIEF

It is the policy of the Company to enable employees to leave their jobs when necessary for the purpose of personal relief.

The manner in which this is accomplished may vary as established by Management for departments or groups.

In addition, however, the Company recognizes there are occasions when employees may require emergency relief and, in such cases, Supervision will take whatever steps are necessary to provide such relief.

Abuses of such procedures will be subject to control.

STATEMENT OF POLICY

SHIFT PREFERENCE BY SENIORITY

The Company's practice of giving preferential privileges to senior employees for openings on steady day, two-shift, or three-shift operations within the group will be continued. Senior employees will be allowed to remain on the shift in their group providing work is available within their classification which they are capable of performing. In the case of Skilled Trades employees, the date of entry seniority will determine the order of preference.

STATEMENT OF POLICY

PAID LUNCH PERIODS - FOUNDRY

1. When a moulding line is scheduled to operate on a 3-shift basis, all employees on the line will receive a 15-minute paid lunch period.

2. When a shift is transferred from one moulding line to another for a complete shift as a part of a regular schedule, and such transfer creates a 3-shift operation, all employees on the line will receive a 15-minute paid lunch period. If the shift is transferred from a line which is operating on a 3-shift basis, the remaining 2 shifts will continue with paid lunch periods.

3. When a floating third shift operation is used, all employees on that floating shift will receive a 15-minute paid lunch period.

The Company will apply this policy in like manner to allied operations in the Finishing Room and the Melting Department, including the Charge Man. It is not the Company's intention to exceed the previously used number of floating shifts. The parties agree that any extension beyond this will be by mutual agreement.

4. On any day that a three-shift operation is scheduled in the Core Room, all employees on the three shifts on the particular operation will receive a 15-minute paid lunch period.

5. On Foundry melt, mould, core, and finish operations that operate during the week with paid lunch for 2 or more days, the Company will schedule 3 shift operations on weekends, to the extent possible when overtime is required.

No. 11

STATEMENT OF POLICY

ADVANCE NOTICE OF OVERTIME

Pursuant to the Letter of Intent regarding "Overtime Policies" in the Master Agreement, the Company acknowledges that employees who are required to work overtime should be given as much advance notice as is practicable so that they can make any personal arrangements that may be necessary.

In the scheduling of weekend overtime work, the Company recognizes that it is desirable to give notice of the overtime work to employees during their Thursday shifts when it is possible to do so.

No. 12

STATEMENT OF POLICY

SENIORITY OF COMMITTEEPERSONS

Permanent Layoffs

Pursuant to Paragraph (63) of the Master Agreement, Committeepersons and Alternate Committeepersons will be considered to have super-seniority within their groups during appropriate times of permanent layoff. In addition, all shift Committeepersons and their Alternates will have super-seniority rights on shifts other than those on which they function as Committeepersons or Alternates.

Temporary Layoffs

During temporary layoffs extending beyond the balance of a calendar week, and for the model change period, the Parties agree that the Union will identify at the beginning of the layoff,

one shift committeeperson and one shift alternate each week for the respective zone who will have rights under Paragraph 63 of the Master Agreement during that particular temporary layoff.

It is understood a committeeperson may exercise the provisions of this understanding in such committeeperson's own seniority group.

It is understood that appointments made by the Union must be an employee who would otherwise be scheduled to work during the period in question.

No. 13

STATEMENT OF POLICY

IMPLEMENTATION OF ALTERNATE WORKING RELATIONSHIPS

During these Negotiations the parties discussed the mutual need to promote the involvement and participation of all employees, trades and non-trades in the manufacture of the highest quality products at competitive costs.

As a result of these discussions the parties agreed that the Shop Committee and General Motors St. Catharines could, by mutual agreement, implement natural work groups if they so desire.

No. 14

STATEMENT OF POLICY

**CONTINUING DISCUSSIONS RE UTILIZATION OF
JOURNEYMEN/JOURNEYWOMEN**

During the current negotiations the parties devoted considerable time discussing the need for mutual cooperation in improving productivity and efficiency and reducing downtime which ultimately would enhance job security and employment opportunities within our plants.

The parties recognize that it is necessary to have an effective Skilled Trades work force in order to achieve these goals. Accordingly, the Company and the Union are committed to continuing discussions during the life of the Agreement to discuss new approaches to the effective utilization of Journeymen/Journeywomen.

The Chairperson of the Bargaining Committee may attend such discussions.

No. 15

STATEMENT OF POLICY

**ANNOUNCEMENT OF OFFICIAL UNION MEETINGS
VIA IN-PLANT TELEVISION NETWORK**

During the current negotiations the Union requested alternate means of communicating to the plants notification of official Union meetings. The Company in response to the Union's request stated that Union meeting notification information should be submitted through the St. Catharines Personnel Director for approval. Such approved official Union meeting notification information would be presented via the in-plant television network.

No. 16

STATEMENT OF POLICY

SAME DAY SENIORITY

In the lay off and recall of employees with the same seniority date, employees shall be laid off and recalled in serial number order, the lower number have the higher seniority.

No. 17

STATEMENT OF POLICY

SAME DAY SENIORITY - SKILLED TRADES

On Tuesday, September 28, 1982, discussions were held between the parties to clarify how the "Same Day Seniority" language applies to Skilled Trades and Apprentices in St. Catharines. As a result of these discussions, it was agreed that, for Skilled Trades and Apprentices only, where two employees have the same skilled trades date of entry, plant seniority will then be used to determine which employee is to be laid off or recalled, ~~for shift preference, or for applying the provisions of Paragraph (1) (b) and (c) of Supplement No. 1 to the Local General agreement.~~ Should the employees plant seniority dates be the same, then serial number order will be used. (Lowest serial number will be considered as having the higher seniority.)

No. 18

STATEMENT OF POLICY

MEDICAL PASSES

The Superintendent or Department Head will determine the necessity of an employee leaving the plant, when medical reasons are advanced by the employee for leaving and such medical reasons cannot be substantiated by the Medical Department.

No. 19

STATEMENT OF POLICY

DOCTORS NOTES

During current negotiations the Union raised concerns regarding supervision requesting employees to supply doctors statements in cases of continuing absenteeism.

The Company stated that in cases of this nature, supervision are expected to use discretion and good judgement in making these requests of an employee. This method of controlling absenteeism should be used only when supervision has reason to believe that the employee's absence was without just cause.

No. 20

STATEMENT OF POLICY

PERSONAL PASSES

The Company recognizes that employees may on occasion require time off for unforeseen activities that occur during regular scheduled shifts. In order to accommodate such requests, it is necessary that employees make their requests known to Supervision as far in advance as possible and consideration will be given on an individual basis. Approval of such leaves of absence should be handled in the normal plant practice, whereby the pass is issued promptly at the time of the request.

No. 21

STATEMENT OF POLICY

PER DIEM WEEKEND OVERTIME

During recent negotiations the Union raised instances where employees had worked during the week on supervisory per diem assignments and then were returned to the bargaining unit to work overtime on the weekends.

This memorandum re-affirms the long standing position of the Company that an employee who worked on a per diem assignment during the week should not be permitted to work on weekends (including any statutory holiday attached to such individual weekend) on bargaining unit work unless all available employees in the overtime group have had the opportunity to accept available overtime.

STATEMENT OF POLICY

EMPLOYEES LEAVES OF ABSENCE

During these recent negotiations, the Union repeatedly raised significant concerns regarding the untimeliness of Supervision in responding to requests of employees for leaves of absence. The Company stated at these negotiations that supervision would respond in a timely manner to requests for short term leaves of absence and would promptly forward long term leaves of absence requests to the Personnel Department for consideration. Supervision will respond in writing to all written requests within the seven (7) working days following the date of receipt.

It is important to give sincere consideration to employees who have requested leaves of absence and who have provided as much notice as is reasonably possible.

October 4, 1993

Mr. H. H. Stubbert
Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: Application of Paragraph (18)(D), Local Seniority Agreement

Inventory assignments will be offered to employees in the classifications listed in Paragraph (1 S)(D), Local Seniority Agreement, in order of their seniority.

If sufficient employees for inventory-taking are not available through this procedure, then employees in the appropriate classifications who are lower in seniority will be required to take inventory.

In the event that the inventory assignment is to be taken on the weekend, consideration will be given to the overtime records of employees.

Yours truly
GENERAL MOTORS OF CANADA LIMITED

D. G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H. H. Stubbert
Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: Application of Paragraph (27) - Local General Agreement

As a result of negotiations between the parties with respect to Paragraph (27) of the Local General Agreement, it was agreed by the Company that in a case where an injured employee had been sent to his supervisor by the Medical Department and had subsequently been sent home because no work was available, Paragraph (27) would be applicable although the employee had not been sent home by the Medical Department.

Yours truly
GENERAL MOTORS OF CANADA LIMITED

D. G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H.H. Stubbart
Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: Interpretation of "Applicable Rate" - Paragraph (109) of Master Agreement

The phrase "applicable rate" as used in the first sentence of Paragraph (109) of the Master Agreement, will be considered to have two meanings:

- (1) It refers to the applicable premium due to the employee - either straight time, time and one-half, or double time, depending upon the day of the occurrence.
- (2) It refers to the employee's rate of record. Thus, if any employee reports for work and there is no work available in his classification and he is utilized for four hours in a lower rated classification and then sent home, he will be paid at the rate for his normal, or recorded, classification. This interpretation is applicable to the St. Catharines operations.

Yours truly
GENERAL MOTORS OF CANADA LIMITED

D.G. McLean
Personnel Director -
St. Catharines Plants

October ~~4~~, 1993

Mr. H. H. Stubbert
Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: Straight Time Rate - Holiday Pay

For the calculation of statutory Holiday Pay, as outlined in Paragraph (91) of the Master Agreement, the Company will use the employee's rate of record, as shown on his Personnel docket, which is applicable to the week in which the holiday falls.

Straight time rate for this purpose will include the Cost of Living Allowance.

Yours truly
GENERAL MOTORS OF CANADA LIMITED

D. G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H. H. Stubbart

Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: **Recognition of 3rd Shift Committeepersons**

As provided in Paragraph (19) of the Master Agreement, and because of existing shift arrangements, the Union shall have Committeepersons on the 3rd Shift. As agreed by the parties, there will be one Committeeperson for the Engine Plant, Foundry and Components Plant, respectively.

The Committeepersons on the 3rd shift will function in a manner similar to that presently in effect for 2nd shift Committeepersons. That is to say, Committeepersons on 3rd shift will not function as Committeepersons under the Representation or Grievance Procedure Sections of the Master Agreement while working on other shifts. Similarly, Committeepersons on other shifts will not function as Committeepersons during the 3rd shift hours.

The Company will endeavor to place 3rd shift Committeepersons on day shift during the weeks they do not function as a Union representative. Any special problems that may arise under this letter can be discussed between Labour Relations and the Shop Committee.

Yours truly

GENERAL MOTORS OF CANADA LIMITED

D. G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H. H. Stubbart
Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: Break Periods - Extended Shifts

Employees whose shifts are scheduled to work two (2) or more hours of overtime will receive a ten-minute break period (including the 5-minute wash-up period at the end of their regular shift) prior to starting to work overtime. A five-minute wash-up period will be granted at the conclusion of the overtime assignment.

Employees whose shifts are scheduled to work less than two (2) hours but more than thirty (30) minutes of overtime will be granted a five-minute wash-up period at the end of their regular shift and a five-minute wash-up period at the end of the overtime assignment.

Yours truly
GENERAL MOTORS OF CANADA LIMITED

D. G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H.H. Stubbart
Chairperson, Shop Committee
Local 199, CA. W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: Special Relief - Foundry Operations

Environmental relief is provided in certain areas of the Foundry because of particular working conditions problems. It has always been the position of the Company that special environmental relief is no longer necessary when the particular condition creating the necessity for additional relief has been corrected.

However, the Company agrees to continue to provide, for the duration of this current Agreement, special environmental relief to all those classifications that received environmental relief prior to the termination date of the 1968 Agreement.

Yours truly
GENERAL MOTORS OF CANADA LIMITED

D. G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H.H. Stubbert
Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: Sunday Night Shift Start

In areas where the third shift commences on Sunday night, the parties agree that in the application of the Working Hours Section and the Holiday Pay Section of the Master Agreement, the third shift which begins on Sunday night shall be considered to have begun on Monday. Thereafter, each work day of the third shift shall be considered to have begun on the calendar day next following the calendar day on which it actually began.

Sunday night start would not be implemented in any other areas unless by mutual agreement between the parties.

Yours truly
GENERAL MOTORS OF CANADA LIMITED

D. G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H. H. Stubbert

Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: **Procedure for Filling Openings in the Plant by Paragraph Order**

In the course of these negotiations, the parties have agreed that the following priority system should be used in placing employees on openings in the plant:

- (1) Paragraph (65)(a) of the Master Agreement
- (2) Paragraph (65)(b) of the Master Agreement
- (3) Paragraph (1 S)(B) of the Local Seniority Agreement
- (4) Paragraph (61) and (62) of the Master Agreement
- (5) Placement of employees who are surplus in a particular area.

It is understood that in cases where more than twenty (20) employees become available as surplus, the parties agree that the placement of these surplus employees in excess of twenty (20) will take precedence over transfers under Paragraphs (61) and (62) of the Master Agreement.

Yours truly
GENERAL MOTORS OF CANADA LIMITED

D. G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H. H. Stubbart
Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: Application of Paragraph (65) Master Agreement

During the 1970 negotiations, the parties devoted considerable time discussing problems associated with placement of employees who suffer a compensable or major physical disability. The parties recognize that placement of such employees will not impinge upon the fundamental principles of seniority as outlined in the Collective Agreement.

In order to accomplish the objectives of Paragraph (65)(a) (Compensable occupational disease or injury) and (b) (major physical disability other than covered by Paragraph (65)(a) of the Master Agreement), the following procedure will apply:

1. Any employee placed in accordance with this procedure must possess sufficient seniority to be retained in the seniority group in the Department in which the employee is so placed. Such an employee shall be placed as openings occur or shall displace lower seniority employees within such Department.
2. Any employee placed in accordance with this procedure shall be given a copy of the form submitted to the Chairperson of the Shop Committee and the affected Shop Committeeperson indicating the employee's name, date of placement, etc. - a copy of which is attached hereto.

3. In the event of a permanent reduction in force affecting a placement employee, the Plant Chairperson and the Company will review the specific circumstances of such employee's placement. Exceptions may be made to the provisions of the Local Seniority Agreement in favor of such employee upon review between the Company and the Chairperson so long as the employee's seniority would hold within the St. Catharines Plants. The Medical Department may review an employee's placement if there is a dispute between the Parties.

Failing to resolve a dispute as to whether an employee should be retained on his/her placement assignment, the parties may refer the employee to a local clinic or physician mutually agreed upon for an impartial medical opinion. The employee shall remain on his/her placement assignment until the employee has attended the impartial medical appointment and a decision has been rendered.

The decision as to whether the employee should be retained on their placement assignment shall be final and binding upon the Union, the employee involved and the Company.

4. Any employee placed on a job in accordance with this procedure shall be examined on a periodic basis by the Plant Medical Director to review the necessity of continuing to recognize such employee as requiring job placement.

5. If the results of a medical re-examination referred to in Point No. 4 above determine that an employee does not require job placement, such employee shall thereupon return to the seniority status such employee held prior to being placed on a job in accordance with this procedure.

6. When an employee is placed on a job in accordance with this procedure, the employee shall be eligible for transfer pursuant to the terms of the Collective Agreements. The Medical Department will make the final determination if there is a dispute between the parties.

7. When an employee is placed on a job in accordance with this procedure, the employee shall be offered overtime work pursuant to the principles set out in Paragraph (159) of the Master Agreement, consistent with his/her medical restrictions. The Medical Department will make the final determination if there is a dispute between the parties.

8. To be eligible for job placement in accordance with this procedure, an employee must be able to perform all the requirements of the job.

9. All placements of a Paragraph (65)(b) nature will be as a result of an agreement between the Shop Committeeperson and the Company.

Yours truly
GENERAL MOTORS OF CANADA LIMITED

D. G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H.H. Stubbart
Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: Placement of Union Officers

During the course of these negotiations, the Union made certain representations on behalf of Union officers who had completed their term of office and, as a result, were available for placement.

The Company stated that any employee who had to be removed from his job because of his election or appointment to a Union office would, upon the completion of his term of office, be considered to have been transferred out of the bargaining unit during the period in question and would be returned for placement in accordance with Paragraph (20)(F), Local Seniority Agreement.

Yours truly
GENERAL MOTORS OF CANADA LIMITED

D. G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H.H. Stubbert
Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: Application of Paragraph (20)(A) Local Seniority Agreement

Employees who volunteer to work during the annual vacation period should submit their names to the Employment Department no later than four weeks prior to the start of the vacation period. Employees additional to the scheduled work force will be selected by seniority from those volunteers who normally work in each of the Components Plant East, Components Plant West, Foundry, Engine, or Welland Avenue Plant, provided they are capable of performing the work required.

Yours truly
GENERAL MOTORS OF CANADA LIMITED

D. G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H.H. Stubbert
Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: Temporary Reassignments

During current negotiations, discussions took place concerning high seniority employees being temporarily transferred to other classifications while lower seniority employees were retained within their classification in the group.

It is not the Company's policy to select higher seniority employees for this purpose. However, particular assignments of employees to other classifications may be influenced by the capability and experience of available employees and the necessity to avoid reassignment of other employees to find a qualified operator.

It will continue to be the Company's policy to make temporary transfers in such a manner that fair treatment of the affected employees is assured.

Any problems in this regard will be discussed between the Shop Committeeman and Management.

Yours truly
GENERAL MOTORS OF CANADA LIMITED

D. G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H. H. Stubbert
Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: Medical Examinations

During these negotiations, discussions took place concerning seniority employees whom the Company requires to have a medical examination. The Union requested that such employees have the right to be examined by a physician of their choice.

The Company stated that if a seniority employee is required to have a medical examination at the request of the Company, such examination will be performed by Company medical personnel on Company time. A seniority employee may, if he elects, be examined by a physician of his choice. However, such examination will not be on Company time and any expenses, direct or indirect, related to the examination, are the responsibility of the employee.

Yours truly
GENERAL MOTORS OF CANADA LIMITED

D. G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H.H. Stubbart
Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: Supplemental Overtime

During the current negotiations the parties discussed problems pertaining to the fair and equitable distribution of overtime in an overtime group.

The Company stated that the present practice of recording overtime hours worked outside the overtime group, while not recording overtime hours that are refused, has made it difficult to assure that employees in the overtime group have an equal opportunity for extra work.

The parties are sincere in their efforts to make available an equal opportunity for employees to share in extra work. For a trial period of six (6) months a program will be instituted in one or more overtime groups which will record overtime hours worked and refused both in the overtime group and out of the overtime group. The trial group(s) will be selected by mutual agreement.

A monthly review will be made by the Parties to evaluate the program which can be cancelled with two (2) weeks notice in writing by either Party.

Accordingly, when overtime hours are offered to an employee in another equalization group, such hours will be separately identified and will not accumulate, for the purpose of offering available overtime in an employee's regular overtime group.

Yours truly
GENERAL MOTORS OF CANADA LIMITED

D. G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H. H. Stubbert
Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: **Production Transfers**

During the current Negotiations, it was agreed that when Management declares a permanent opening, the following procedure will be followed:

- (1) An internal realignment to the particular job assignment by seniority within the classification, in the group. This is not intended to limit management's ability to reassign employees to daily job assignments. Furthermore, openings created by the realignment of an employee under the provisions of this policy will not be subject to this policy.
- (2) An internal group to group transfer will be made to fill the resulting opening within the department as defined in Exhibit "A" of the Local Seniority Agreement.
- (3) The resulting opening will be filled by a departmental transfer pursuant to the provisions of Supplement No. 1 of the Local Seniority Agreement.

Yours truly

GENERAL MOTORS OF CANADA LIMITED

D. G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H. H. Stubbert
Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: Discussions re Paragraph (18)(B) and Paragraph (19)(A), (1) of the Local Seniority Agreement - Return to Former Department

During current negotiations the Parties agreed that any unusual circumstances arising out of problems pertaining to secondary opening transfers or multiple applications to return to former department, pursuant to the provisions of Paragraph (18)(B) and Paragraph (19)(A), (1) of the Local Seniority Agreement, will be discussed between the Parties.

Yours truly
GENERAL MOTORS OF CANADA LIMITED

D. G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H.H. Stubbert
Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: Exiting The Plant During Wash-Up Period

During the current negotiations, the parties discussed the Union's demand for all employees to exit the Plant during their five (5) minute wash-up periods prior to the lunch period and prior to the conclusion of the shift.

As a result of these discussions, the Company has agreed to allow all employees the right to exit the Plant without loss of pay during the five (5) minute wash-up period prior to the lunch period and prior to the conclusion of the shift under the following conditions.

All employees exiting the Plant during the five (5) minute wash-up period will be required to badge out at their respective badge reader.

All employees will remain in their work areas until the commencement of the five (5) minute wash-up period.

Abuses may result in cancellation of this procedure. If this is considered by Management to be necessary, discussions will be held with the Shop Committee in advance.

Yours truly

GENERAL MOTORS OF CANADA LIMITED

D. G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H. H. Stubbart
Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: Safety Footwear

During current negotiations the parties agreed as follows:

1. Effective October 4, 1993, and not more often than once each year thereafter the Company will pay up to the amount of seventy-five (\$75.00) dollars towards the purchase price of one pair of approved safety footwear purchased by a seniority employee actively at work at the time of purchase. Such footwear must be purchased through approved Company vendors.
2. Any payment difference beyond the \$75.00 allocation would be administered by cash or through a single payroll deduction for a minimum of ten (\$10.00) dollars. In addition to cash, arrangements will be made to accept major credit cards for payment differences.
3. An employee who elects to purchase safety footwear in accordance with this understanding will be required to wear such footwear on the job.
4. This understanding shall not apply to the following employees:

(a) Those employees assigned on a permanent basis to those operations currently receiving safety footwear on a designated safety basis and,

(b) Employees hired by the Company to function as vacation replacements more commonly referred to by the parties as summer students. Such employees shall purchase their own safety footwear.

Yours truly
GENERAL MOTORS OF CANADA LIMITED

D.G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H.H. Stubbert
Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: General Occupational Groups - General Provisions

During 1990 Negotiations, the Parties clarified that the provisions of Paragraph (1 S)(A) are not intended to allow employees to supercede the transfer and/or seniority provisions of the Collective Agreements.

Yours truly
GENERAL MOTORS OF CANADA LIMITED

D. G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H. H. Stubbert
Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: Overtime **Equalization** Agreement for
Maintenance Trades

During 1993 negotiations, the parties discussed the ongoing problems associated with plant wide overtime groups in the Maintenance Department. It was agreed that an overtime equalization agreement would be implemented with smaller overtime groups within the Departments. The implementation and formation plans will be developed between the parties and will be effective thirty (30) days from the signing of the Local agreement.

Paragraph 159 of the Master Agreements states:

“Insofar as it is practicable for Management to do so, overtime on any shift in any Department will be equitably distributed among those employee in the group which performs similar work on such shift in such Department. Information concerning equalization of hours status will be openly displayed in the Department in such a manner that the employees involved may check their standing.”

For the purposes of administering Paragraph 159 of the Master Agreement in line with this overtime equalization agreement, the following will be considered separate overtime groups.

General Maintenance, Components Plant, West Side
General Maintenance, Components Plant, East Side

Overtime equalization within the Maintenance groups within the Components Plant will be administered as follows.

1. When the average overtime hours in a particular classification within a specific overtime group is within seventy (70) hours of the average of the lowest group (in the same classification) within a plant, then that group will schedule its own employees first for weekend overtime.
2. When the average overtime hours in a particular classification within a specific group exceeds the average hours of the lowest group (in the same classification) by more than seventy (70) hours within a plant, then the exceeding group will schedule the overtime on a Plant wide basis except that the second, fifth, eighth and eleventh employees will be scheduled from the exceeding group for the weekend overtime.

Any problems arising as a result of this agreement will be reviewed and resolved between the Shop Committeeperson and Management.

Yours truly
GENERAL MOTORS OF CANADA LIMITED

D.G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H. H. Stubbert
Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: Extended Layoffs

During 1990 Negotiations, the Parties agreed that when a layoff is anticipated to extend beyond twenty (20) working days to a maximum of thirteen (13) weeks, the Parties will discuss the circumstances and can mutually agree to extend the temporary layoff provisions.

Yours truly
GENERAL MOTORS OF CANADA LIMITED

D. G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H. H. Stubbert
Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: Interpretation of Paragraph 19(A)(1) - Local
Seniority Agreement

During the 1993 negotiations, the parties discussed the recall rights relative to the preferential hiring rights of the Master Agreement and Paragraph 19(A)(1) of the Local Seniority Agreement.

The parties mutually agreed that the provisions of Paragraph 19(A)(1) of the Local Seniority Agreement would be effected prior to any preferential hire referred to in Document 12 or Document 14 of the Master Agreement.

Yours truly,
GENERAL MOTORS OF CANADA **LIMITED**

D. G. McLean
Personnel Director -
St. Catharines Plants

October 4, 1993

Mr. H. H. Stubbert
Chairperson, Shop Committee
Local 199, C.A.W.
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: **Re-assignment** of Skilled Trades Employees

A skilled trades employee may elect to be re-assigned to supplement another skilled classification provided work is available and that such employee can perform the work. The employee must return at the earliest opportunity to his former skilled classification in line with his seniority, as openings occur.

Yours truly,
GENERAL MOTORS OF CANADA LIMITED

D. G. McLean
Personnel Director -
St. Catharines Plants

EXHIBIT "A"

OF THE LOCAL

SENIORITY AGREEMENT

Dated October 4, 1993

FOUNDRY DIVISION - 01

- | | |
|-------|--|
| Dept. | Group |
| A | Melting |
| (01) | Nodular Melting -
Including:
Tap Out
Metal Analyst-Foundry
Make-Up Charge
Productive Crane Operators
Cupola Liner Helpers & Ladle Repair
Induction Melt Control
Induction Melt Operator
Hot Metal Crane Operator
Routine Analysts
Assistant Metallographers
Grey & Cyl. Iron Melting -
Including:
Tap Out
Metal Analyst-Foundry
Make-Up Charge
Productive Crane Operators
Cupola Liner Helper & Ladle Repair |
| (02) | Non-Productive Crane Operator
Yard Crane Operator
Diesel Operator
Braker Yard Diesel
Truck Driver (Yard)
Labourer
Briquette Operator
Scrap Inspector (Yard) |
| B | Moulding |
| (01) | "A" Line - all classifications |
| (02) | "E" Line - all classifications |

- (03) "D" Line - all classifications
 - (04) "C" Line - all classifications
 - (05) "B" Line - all classifications
 - (06) Sand Mixers
 - (07) Labourers & Tractor Drivers
- C Core Department
- (01) Shell Core Making
 - (02) Miscellaneous Core Making
V-6 & V-8 Head Core Making
 - (03) V-6 & V-8 Block Core Making
 - (04) V-6 & V-8 Head Core Assembly
 - (05) V-6 & V-8 Block Core Assembly
 - (06) Shell Core Cleaners & Unloaders
 - (07) Misc. Core Cleaners & Unloaders
V-6 & V-8 Block Core Cleaners & Unloaders
Exhaust Dipping
 - (08) Core Truckers
 - (09) Core Labourers
 - (10) Core Machine Leaders
 - (11) Sand Mixers, Sand Lab
- D Finishing
- (01) Grey Iron, Sort, Chip, Blast & Finish
 - (02) Head Finishing & Cleaning
 - (03) Block Finishing
Block & Head Paint
 - (04) Salvage Grinders, Welders & Labourers
 - (05) Truckers - Foundry
 - (06) Chipping "C" Line -
Sort Conveyor, Cleaner, Process Belt
 - (07) Gate, Chip, Sort, Clean &
Finish Case Grinder,
Stationary Transfer Boom Operator -
"A" Line
 - (08) Anneal - Nodular Ovens, Quench Ovens

- (09) Gate, Sort, Chip, Clean & Caliper Grinder
Stationary Transfer Boom Operator -
"E" Line
- (10) Ultrasonic & Magnetic Particle Testing

- E Maintenance Non-Skilled
 - (01) Maintenance Labourers
Oilers
Battery Service Attendants
Dust Collector Mechanics
 - (02) Janitors, Power Sweepers
 - (03) Salvage Operators
 - (04) Industrial Waste Operators

- F Pattern Shop Non-Skilled
 - (01) Pattern & Core Box Set-up & Service
 - (02) Pattern Service & Follow-Up
Pattern Transport & Storage
 - (03) Pattern Shop Labourers

- G Foundry Quality
 - (01) Foundry Inspection
Inspection (Scrap)
Inspection Specifications
 - (02) Core Room Inspection
Precision Inspection
Quality Control Clerks
 - (03) Statistical Process Control

- H Foundry Clerks
 - (01) Clerks

- L Foundry Dispatchers
 - (01) Dispatchers

ENGINE DIVISION - 02

- A Internal Parts Machining
- (01) Connecting Rod Assembly
 - (02) Camshaft Line
 - (03) Crankshaft Line
- B External Parts Machining
- (01) V-8 Rough Block Machining
 - (02) V-6 Rough Block Machining
 - (03) V-8 Finish Block Machining
 - (04) V-6 Finish Block Machining
 - (05) V-8 Head Machining
 - (06) V-6 Head Machining
V-6 Head Assembly
 - (07) V-6 & V-8 Bearing Cap Machining
 - (08) V-8 Head Assembly
 - (09) V-6 Aluminum Head Machining & Assembly
 - (10) V-63.4 Litre Head & Cam Carrier Operations
- C** **V8 Engine Assembly and Test**
- ~~(01) Assembly - Line #1~~
 - ~~(02) Assembly - Line #2~~
 - ~~(03) Engine Test Paint Dress & Take-Off~~
 - ~~(04) Piston and Rod Assembly~~
- D** **V6 Engine Assembly and Test**
- ~~(01) Assembly - Loop #1~~
 - ~~(02) Assembly - Loop #2~~
 - ~~(03) Engine Test~~
 - ~~(04) Engine Dress & Take-Off~~
 - ~~(05) Piston & Rod Assembly~~
 - ~~(06) Cam Carrier Assembly~~

E Engine Plant Clerks

(01) Clerks

WELLAND AVENUE DIVISION - 03

- A ~~(01) Macast (Engine Plant)~~
~~"Mahle" Piston Casting/Trimming~~
~~(02) Piston Machining~~
~~(03) "Mahle" Piston Machining~~
~~(04) V-6 Water Pump Machining/Assembly~~
~~(05) Front Cover Machining~~
~~(06) V-8 Water Pump Machining/Assembly~~
~~(07) Litre Front Cover~~

COMPONENTS PLANT

Forge Division - **04**

- A Forge
 - (01) Hammer Operators
 - Upsetters
 - Roll Operators
 - Hot Press Operators
 - Heaters
 - Trim Press Operators
 - Crane Operators
 - Trim Set-up & General
 - Shear Operators
 - (02) Tool Crib & Die Polishers
 - (03) Hot, Warm & Cold Forming Operation
 - (04) Sandblast

FRONT AXLE AND AXLE SHAFT DIVISION - **05**

- A Front Axle
 - (01) Brake Bonding
 - (02) Caliper Machining
 - Spindle Machining
 - Piston Machining
 - (03) Brake Shoe & Lining Assembly
 - Caliper Assembly
 - (04) Rotor Machining
 - (05) Integral Knuckle Machining
 - (06) Rotor Stud Press
 - Final Disc Brake Assembly
- B Axle Shaft
 - (01) Axle Shaft Rough and Finish
(Components Plant West Side)

- (02) Axle Shaft Rough and Finish
(Welland Avenue Plant)
 - (03) Output Shaft Machining
 - C Rear Brake Machining
 - (01) Brake Drum Machining
 - ~~(02) E.K.V.~~
 - (03) IRS Knuckle Machining
 - (04) Cami Brake Drum
 - D Rear **Brake** Assembly
 - (01) Rear Axle Brake Assembly &
Flange Plant Welders
 - ~~(02)~~ IRS Brake & Final Assembly
 - E Components Plant Clerks
 - (01) Clerks
 - F **GM-10**
 - (01) Rotor & Knuckle Machining
 - (02) GM-10 Assembly
- REAR AXLE DIVISION - 06**
- A Case, Carrier, **Flange &** Tube Machining
Carrier & **Tube** Assembly
 - (01) Differential Case Machining
 - (02) Differential Carrier Machining
 - (03) Drive Pinion Flange Machining & Assembly
 - (04) Rear Axle Tube Machining

B Gear Machining

- (01) Drive Pinion Blanking
- (02) Drive Gear Blanking
- (03) Drive Pinion & Gear Cutting
- (04) Rear Axle Testers - Soft Testing
- (05) Rear Axle Tube Welding
- (06) Gas Carburize & Heat Treat
- (07) Gear & Pinion-Hard Grind
- (08) Gear & Pinion Lapping, Hard Testing
Luberizer

C Rear Axle Assembly

- (01) Differential Assembly
- (02) Rear Axle Assembly
- (03) Rear Axle Take-off
- ~~(04) Rear Axle Tube Carrier Assembly~~

TRANSMISSION DIVISION - 07

A Transmission Carrier & Parking Gear
Machining

- (01) Carrier Differential Machining
- (02) Carrier Drive End Machining
Miscellaneous Parts Washer
- (03) Parking Gear Machining

B Transmission Differential Gear & Bar
Machining

- (01) Automatic Bar Machining
- (02) Transmission & Rear Axle Side Pinion
Side Gear Finishing
Shot Blast

- (03) Parking Pawl
- (04) Pinion Shaft & Miscellaneous Machining
- ~~(05) 4T80E Machining and Assembly~~

C Transmission Internal Gear

- (01) Internal Gear - Rough Cut & Hardening
- (02) Internal Gear - Finish Machining

D Transmission Gear

- (01) Sun Gear & Planet Pinion (Soft)
- (02) Sun Gear & Planet Pinion (Hard)

E Transmission Assembly

- (01) Differential Assembly
- (02) Final Drive Assembly

INSPECTION & LAB DIVISION - 08

A Components Plant Quality Control West Side

- (01) Axle Shaft
- Output Shaft
- (02) Disc Brake & Knuckle
- (03) Salvage
- Shipping & Receiving
- Quality Audit
- (04) Forge
- Hot, Warm & Cold Forming & Sand Blast
- ~~(05) Brake Drum Machining, Brake Drum~~
- (06) Gauge Repair
- (07) Statistics

- (01) Case & Carrier
- (02) Gear & Pinion
- (03) Axle Final Assembly
- (04) Rear Axle Carrier Tube Welding
Rear Axle Tube Welding & Machining
Differential assembly
- (05) Gauge Repair
- (06) Miscellaneous Machining
- (07) Transmission Gear
- (08) Transmission Gear Lab
- (09) Transmission Carrier & Parking Gear
- (10) Transmission Final Assembly
- (11) Statistics
- (12) Floor Samplers

C Laboratory

- ~~(01) Lab Analysis Personnel - Components Plant~~
- ~~(02) Lab Analysis Personnel - Engine Plant~~

D Precision Inspection

- (01) Precision Insp. - Components Plant
- (02) Precision Insp. - Engine Plant

E Engine Plant - Quality Control

- ~~(01) Internal Parts (Rod, Camshaft, Crankshaft)~~
- ~~(02) Receiving, Quality Audit & R.G.R.~~
- ~~(03) External Machining~~
- ~~(04) Engine Assembly & Test
Piston & Rod Assembly~~
- ~~(05) Welland Avenue~~
- ~~(06) Gauge Repair~~
- ~~(07) Process Resource~~

MATERIAL HANDLING DIVISION - 09

A Material Handling West - Components Plant

- (01) Material Handling
- (02) Unloader, Shipper, Checker
- (03) Service Shipping
- (04) Leaders
- (05) Fork Lift Truck Drivers

B Material Handling East - Components Plant

- (01) Material Handlers
- (02) Fork Lift Truck Drivers
- (03) Unloader, Shipper, Checker
- (04) Inter-plant Trucking
- (05) Leaders

C Material Handling - Engine Plant

- (01) Material Handling
- (02) Leaders - Material Handling
- (03) Shipping & Receiving
- (04) Leaders - Shipping & Receiving
- ~~(05) Material Handling - Welland Avenue~~
- ~~(06) Shipping & Receiving - Welland Avenue~~

D Material Handling - Foundry

- (01) Shipping & Receiving
- (02) Leaders - Shipping & Receiving

TOOL MAINTENANCE AND STORES DIVISION - 10

- A Components Plant
 - (01) Tool Crib Attendant & Delivery
 - (02) General Stores
 - (03) Tool Service
 - (04) Dispatcher
 - (05) Tool Stamping

- B** Engine Plant
 - (01) Tool Crib Attendant & Delivery
 - (02) General Stores

- C Components Plant - Main Tool Room
 - (01) Tool Crib & Delivery

MAINTENANCE DIVISION - NON-SKILLED - 11

- A
 - (01) Janitor, Chipmen & Power Sweepers -
 Components Plant East
 - (02) Janitors, Chipmen & Power Sweepers -
 Components Plant West

- B
 - (01) Salvage Maintenance, Dispatchers,
 Tractor Drivers, Labourers -
 Components Plant

C

- (01) Janitors - Engine Plant Production
- (02) Chipmen - Engine Plant
- (03) Janitors - Engine Plant Non-Production
Janitors Office-Engine Plant & Foundry
Power Sweepers - Engine Plant
- ~~(04) Chipmen - Welland Avenue~~
- ~~(05) Janitors - Welland Avenue~~

D

- (01) Tractor Driver, Labourers,
Industrial Waste Operators - Engine Plant

E

- (01) Janitors, Office - Components Plant

F

- (01) Dispatchers - Engine Plant

MACHINE REPAIR DIVISION - NON-SKILLED - 12

A

- (01) Oilers, Coolant & Chemical Control,
Battery Service Attendants -
Components Plant
- (02) Oilers, Coolant & Chemical Control,
Battery Service Attendants - Engine
Plant

EXHIBIT "B"

OF THE LOCAL

SENIORITY AGREEMENT

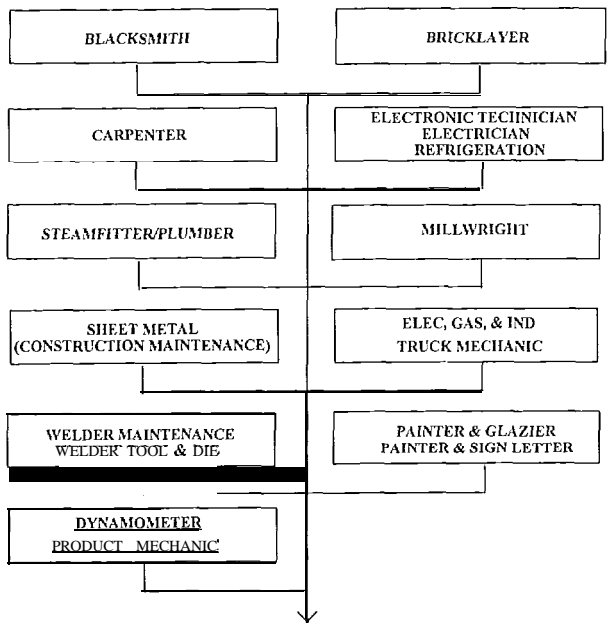
Dated October 4, 1993

LOCAL SENIORITY AGREEMENT

SKILLED TRADES FLOW CHART

1993

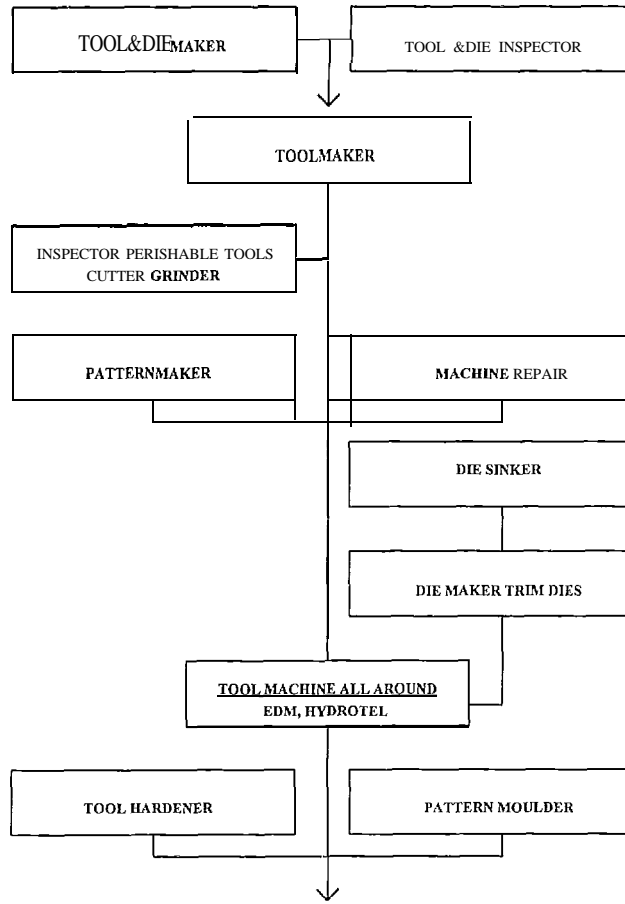
MAINTENANCE TRADES



SKILLED TRADES FLOW CHART

1993

TOOL TRADES



APPENDIX "A"

WAGE RATES BY CODE & JOB CLASSIFICATION

Code	Job Classification	Exhibit	Effective Date	Effective Date	Effective Date	Effective Date	Effective Date
			09/21/92	10/04/93	09/19/94	09/18/95	
			\$	\$	\$	\$	\$
JPYZ	Analyst, Lab, Special	C	20.43	22.29	22.62	22.85	22.85
AJAZ	Assembler	B	18.99	20.82	21.13	21.34	21.34
CQAZ	Automatic, Screw Machine Operator	D	19.49	21.33	21.65	21.87	21.87
AWAZ	Balancer Machine Operator	B	19.10	20.93	21.24	21.45	21.45
TSNZ	Battery Service Attendant	C	19.10	20.93	21.24	21.45	21.45
GNAZ	Block Core Assembler V6 & V8	B	19.17	21.00	21.31	21.52	21.52
CGAZ	Boring & Honing Operator	B	18.99	20.82	21.13	21.34	21.34
CLAZ	Boring, Machine Special	B	19.10	20.93	21.24	21.45	21.45
LCAZ	Braker, Yard Diesel	B	18.87	20.70	21.01	21.22	21.22
GZAZ	Briquette Attendant	B	19.10	20.93	21.24	21.45	21.45
CJAZ	Broach Operator, Multiple Spindle	B	18.99	20.82	21.13	21.34	21.34

WAGE RATES BY CODE & JOB CLASSIFICATION - (continued)

Code	Job Classification	Exhibit	Effective Date 09/21/92 \$	Effective Date 10/04/93 \$	Effective Date 09/19/94 \$	Effective Date 09/18/95 \$
GP AZ	Chaplet Placer	B	18.99	20.82	21.13	21.34
HL AZ	Chip Equipment Operator	A	18.77	20.60	20.91	21.12
HM AZ	Chip Handler	A	18.58	20.40	20.71	20.92
GW AZ	Chipper, Sorter	B	18.99	20.82	21.13	21.34
HF AZ	Clerk	B	19.28	21.12	21.44	21.65
JN AZ	Coolant & Chemical Control	D	19.10	20.93	21.24	21.45
G3 AZ	Core Cleaner & Assembler	B	18.99	20.82	21.13	21.34
GD AZ	Core Machine Operator	B	19.17	21.00	21.31	21.52
GC AZ	Coremaker, Experimental	C	19.38	21.22	21.54	21.76
GY LZ	Core Room Leader	B	19.17	21.00	21.31	21.52
GM AZ	Core Setter	B	19.25	21.08	21.40	21.61
GF AZ	Crane Operator, Bridge Crane	B	19.28	21.12	21.44	21.65
GG AZ	Crane Operator, Hot Metal	B	19.28	21.12	21.44	21.65
GH AZ	Cupola Charger	B	19.10	20.93	21.24	21.45

WAGE RATES BY CODE & JOB CLASSIFICATION - (continued)

Code	Job Classification	Exhibit	Effective Date 09/21/92 \$	Effective Date 10/04/93 \$	Effective Date 09/19/94 \$	Effective Date 09/18/95 \$
3IAZ	Cupola Liner Helper & Ladle Repair	B	18.99	20.82	21.13	21.34
FZAZ	Die Polisher	B	19.17	21.00	21.31	21.52
HEAZ	Dispatcher	C	19.28	21.12	21.44	21.65
GAZ	Furnace Operator	B	18.99	20.82	21.13	21.34
CDAZ	Gear Finisher	B	19.10	20.93	21.24	21.45
CEAZ	Gear Lapper	B	18.99	20.82	21.13	21.34
CMAZ	Grinder, Precision	B	19.10	20.93	21.24	21.45
FSAZ	Hammer Operator 2500 Forging	B	20.57	22.43	22.77	23.00
FRAZ	Hammer Operator 4000 & Over, Forging	B	21.37	23.25	23.60	23.84
FTAZ	Hammer Operator Swaging	B	20.86	22.73	23.07	23.30
FUAZ	Heater Forge	B	19.65	21.49	21.81	22.03
GKAZ	Induction Melt Control	D	19.82	21.67	21.99	22.21
GLAZ	Induction Melt Operator	C	19.49	21.33	21.65	21.87

WAGE RATES BY CODE & JOB CLASSIFICATION - (continued)

Code	Job Classification	Exhibit	Effective Date 09/21/92 \$	Effective Date 10/04/93 \$	Effective Date 09/19/94 \$	Effective Date 09/18/95 \$
LNAZ	Industrial Waste Operator	c	19.69	21.53	21.85	22.07
IDAZ	Inspector, Bench	B	18.99	20.82	21.13	21.34
INZ	Inspector, Floor	B	19.28	21.12	21.44	21.65
INAZ	Inspector, Gauges	C	19.49	21.33	21.65	21.87
IMAZ	Inspector, Key	B	19.28	21.12	21.44	21.65
IWAZ	Inspector, Receiving Specifications	B	19.28	21.12	21.44	21.65
JCAZ	Inspector, Specifications	B	19.28	21.12	21.44	21.65
HSAZ	Janitor/Sweeper	A	18.49	20.31	20.61	20.82
HYAZ	Labourer	A	18.77	20.60	20.91	21.12
CNAZ	Lathe Operator, Complicated	B	19.10	20.93	21.24	21.45
CCAZ	Machine Operator, General	B	18.99	20.82	21.13	21.34
LAZ	Material Handler	B	18.77	20.60	20.91	21.12
TRAZ	Mechanic, Dust Collector	B	18.77	20.60	20.91	21.12
IKAZ	Metal Analyst - Foundry	D	19.56	21.40	21.72	21.94
GQAZ	Moulder, Machine	B	19.33	21.17	21.49	21.70

Code	Job Classification	Exhibit	Effective Date 09/21/92 \$	Effective Date 10/04/93 \$	Effective Date 09/19/94 \$	Effective Date 09/18/95 \$
TTAZ	Oiler, Equipment & Motors	B	19.10	20.93	21.24	21.45
LKAZ	Packer	B	18.99	20.82	21.13	21.34
LMAZ	Packer, Heavy	B	18.99	20.82	21.13	21.34
VQAZ	Pattern Service & Follow-up	C	19.17	21.00	21.31	21.52
JVAZ	Pattern Transport & Storage	B	18.99	20.82	21.13	21.34
GSAZ	Piston Permacast	B	19.28	21.12	21.44	21.65
GOAZ	Pourer, Metal - Automatic	B	19.38	21.22	21.54	21.76
FVAZ	Press Operator, Forge 1600 & 2000 Ton	B	20.18	22.03	22.36	22.58
FWAZ	Press Operator, Forge 3000 Ton & Over	B	20.57	22.43	22.77	23.00
EOAZ	Repair Engine After Final	B	19.28	21.12	21.44	21.65
EQAZ	Test	B	19.10	20.93	21.24	21.45
TVAZ	Repair Salvage Operator Maintenance	C	19.10	20.93	21.24	21.45
JMAZ	Sample Operator	B	18.99	20.82	21.13	21.34
GVAZ	Sand Drier Operator	B	19.17	21.00	21.31	21.52

WAGE RATES BY CODE & JOB CLASSIFICATION (continued)

Code	Job Classification	Exhibit	Effective Date 09/21/92 \$	Effective Date 10/04/93 \$	Effective Date 09/19/94 \$	Effective Date 09/18/95 \$
GUAZ	Sland Mixer	B	19.27	21.11	21.43	21.64
GTAZ	Shakeout	B	19.10	20.93	21.24	21.45
FPAZ	Shear Operator, Forge	B	19.10	20.93	21.24	21.45
AXAZ	Shot Blast Operator	B	18.99	20.82	21.13	21.34
VVAZ	Stamper	B	18.99	20.82	21.13	21.34
KCAZ	Storekeeper	B	19.10	20.93	21.24	21.45
KFAZ	Stationary Transfer Boom Operator	B	19.17	21.00	21.31	21.52
GJAZ	Tap Out	C	19.49	21.33	21.65	21.87
DWAZ	Tester, Axles	B	19.10	20.93	21.24	21.45
DTAZ	Tester, Engine - Final	B	19.28	21.12	21.44	21.65
VS AZ	Tool Chaser	B	19.10	20.93	21.24	21.45
VRAZ	Tool Chaser - Productive Tools	B	19.17	21.00	21.31	21.52
VEAZ	Toolsetter, Gleasons	C	19.52	21.36	21.68	21.90
KQAZ	Tractor Driver	B	18.99	20.82	21.13	21.34

WAGE RATES BY CODE & JOB CLASSIFICATION (continued)

Code	Job Classification	Exhibit	Effective Date 09/21/92 \$	Effective Date 10/04/93 \$	Effective Date 09/19/94 \$	Effective Date 09/18/95 \$
KHNZ	Truck Driver, General	B	18.99	20.82	21.13	21.34
KMAZ	Truck Driver, Tractor Trailer	B	20.19	22.04	22.37	22.59
LDAZ	Unloader, Shipper & Checker	B	18.99	20.82	21.13	21.34
FYAZ	Upsetter, 5" & Over	B	20.28	22.14	22.47	22.69
FXAZ	Upsetter, 6" & Over	B	20.57	22.43	22.77	23.00
GRAZ	Utility - Moulding Lines	B	19.62	21.46	21.78	22.00
DXAZ	Welder, Hand	B	19.28	21.12	21.44	21.65
DZAZ	Welder, Automatic	B	19.10	20.93	21.24	21.45
EPAZ	Welder, Rectify Engine	B	19.28	21.12	21.44	21.65
ESAZ	Welder, Salvage, Foundry	B	19.28	21.12	21.44	21.65

WAGE RANGE CLASSIFICATIONS - NON SKILLED

Code	Job Classification	Exhibit	09/21/92		10/04/93		09/19/94		09/18/95	
			Min \$	Max \$	Min \$	Max \$	Min \$	Max \$	Min \$	Max \$
WBYZ WGAZ	Gauge Repair Gear Cutter,	E	21.63	21.83	23.52	23.72	23.88	24.08	24.12	24.32
VYAZ VWBZ WCAZ	Experimental Hoisting Engineer Inspector, Precision Pattern and Core Box Service	E E E E E	21.78	21.98	23.67	23.87	24.03	24.23	24.27	24.47
			21.44	21.64	23.32	23.52	23.67	23.87	23.91	24.11
			21.78	21.98	23.67	23.87	24.03	24.23	24.27	24.47
			21.51	21.71	23.39	23.59	23.74	23.94	23.98	24.18

WAGE RANGE CLASSIFICATIONS - SKILLED

Code	Job Classification	09/21/92		10/04/93		09/19/94		09/18/95	
		Min \$	Max \$	Min \$	Max \$	Min \$	Max \$	Min \$	Max \$
QYSZ	Bricklayer	22.55	22.75	24.56	24.76	25.03	25.23	25.38	25.58
QZSZ	Carpenter	22.44	22.64	24.44	24.64	24.91	25.11	25.26	25.46
SXSZ	Cutter Grinder	22.55	22.75	24.56	24.76	25.03	25.23	25.38	25.58
SNSZ	Die Maker Trim Dies	23.17	23.37	25.19	25.39	25.67	25.87	26.03	26.23
SPSZ	Die Sinker	24.52	24.72	26.56	26.76	27.06	27.26	27.43	27.63
RSSZ	Dynamometer Product Mechanic	22.44	22.64	24.44	24.64	24.91	25.11	25.26	25.46
TASZ	E.D.M. Machine	22.78	22.98	24.79	24.99	25.26	25.46	25.61	25.81
RBSZ	Electrician	22.78	22.98	24.79	24.99	25.26	25.46	25.61	25.81
RPSZ	Electric Gas & Industrial Truck Mechanic	22.44	22.64	24.44	24.64	24.91	25.11	25.26	25.46
TCSZ	Hydrotel Operator	22.78	22.98	24.79	24.99	25.26	25.46	25.61	25.81
SASZ	Inspector, Perishable Tools	22.55	22.75	24.56	24.76	25.03	25.23	25.38	25.58
RWSZ	Machine Repair	22.69	22.89	24.70	24.90	25.17	25.37	25.52	25.72
RFSZ	Millwright	22.44	22.64	24.44	24.64	24.91	25.11	25.26	25.46
RGSZ	Painter & Glazier	22.38	22.58	24.38	24.58	24.85	25.05	25.20	25.40
RKSZ	Painter, Sign Letterer	22.44	22.64	24.44	24.64	24.91	25.11	25.26	25.46
SQSZ	Pattern Maker	23.68	23.88	25.70	25.90	26.19	26.39	26.55	26.75

WAGE RANGE CLASSIFICATIONS - SKILLED

Code	Job Classification	09/21/92		10/04/93		09/19/94		09/18/95	
		Min \$	Max \$	Min \$	Max \$	Min \$	Max \$	Min \$	Max \$
TLSZ	Pattern Moulder	22.44	22.64	24.44	24.64	24.91	25.11	25.26	25.46
RISZ	Steamfitter - Plumber	22.44	22.64	24.44	24.64	24.91	25.11	25.26	25.46
RMSZ	Sheet Metal (Construction Maint.)	22.44	22.64	24.44	24.64	24.91	25.11	25.26	25.46
SCSZ	Tool & Die Inspector	22.78	22.98	24.79	24.99	25.26	25.46	25.61	25.81
SHSZ	Tool & Die Maker	22.78	22.98	24.79	24.99	25.26	25.46	25.61	25.81
R8SZ	Tool Hardener	22.55	22.75	24.56	24.76	25.03	25.23	25.38	25.58
SVSZ	Tool Machine All Around	22.55	22.75	24.56	24.76	25.03	25.23	25.38	25.58
SJSZ	Tool Maker	22.71	22.91	24.72	24.92	25.19	25.39	25.54	25.74
RUSZ	Welder Maintenance	22.55	22.75	24.56	24.76	25.03	25.23	25.38	25.58
SLSZ	Welder Tool & Die	22.71	22.91	24.72	24.92	25.19	25.39	25.54	25.74