

AGREEMENT

BETWEEN

GENERAL ELECTRIC COMPANY

AT

EVENDALE, OHIO

AND

UTILITY OPERATORS

LODGE NO. 912

INTERNATIONAL ASSOCIATION

OF MACHINISTS

AND AEROSPACE WORKERS

AFL-CIO

2015-2019



GE Aviation

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AGREEMENT

This Agreement is entered into this **22nd** day of **June, 2015**, by and between the General Electric Company for its Plant located in Evendale, Ohio (hereinafter referred to as the "Company") and Lodge **No. 912 (UO)** affiliated with District 34 of the International Association of Machinists and Aerospace Workers AFL-CIO (hereinafter referred to as the "Union").

ARTICLE I RECOGNITION

This Company agrees to recognize the Union as the sole collective bargaining agent for those employees included in the Bargaining Unit as certified by the National Labor Relations Board in Case No. 9-AC-69 for the purpose of collective bargaining with respect to rates of pay, hours of work, and other conditions of employment.

ARTICLE II UNION SECURITY

1. Agency Shop

- (a) Subject to applicable law, all employees who, as of the date of this Agreement are members of the Union in good standing in accordance with the constitution and by-laws of the Union or who becomes members of the Union following the effective date of this Agreement, shall, as a condition of employment, remain members of the Union in good standing insofar as the payment of periodic dues and initiation fees, uniformly required, is concerned.

- (b) Subject to applicable law, all present employees who are not members of the Union and all individuals hired after the effective date of this agreement, shall, beginning on the thirtieth day following the effective date of this agreement or the thirtieth day following employment, whichever is later, as a condition of employment, either become and remain members of the Union in good standing insofar as the payment of periodic dues and initiation fees, uniformly required, is concerned, or, in lieu of such Union membership, pay to the Union an equivalent service charge.

2. Union Dues or Service Charge Deduction Authorization

- (a) The Company, for each of its employees included within the bargaining unit recognized by the Company pursuant to Article I hereof, who individually, in writing, duly authorizes the Company Paymaster to do so, will deduct from the earnings payable to such employee weekly, dues (including initiation fee, if any) for such employee's membership in the Lodge or the equivalent service charge and shall remit promptly to the Lodge all such deductions.

- (b) Subject to applicable law, individual authorization executed after the effective date of this Agreement shall be signed cards in the form agreed to by the Company and the Union.

* * *

GENERAL ELECTRIC
EVENDALE PLANT

DATE _____
SSO. NO. _____

Assignment to, and Authorization to Deduct
and Pay Union Dues to,
Lodge No. 912 (UO), Affiliated with District 34,
International Association of Machinists
and Aerospace Workers

TO PAYMASTER:

I hereby cancel any authorization heretofore given to you to deduct my Union membership dues from my earnings.

For each month during which I work for the General Electric Company while this assignment is in effect, I hereby assign, from my earnings now or hereafter payable to me from the Company, to Lodge No. 912 (UO), affiliated with District 34, International Association of Machinists and Aerospace Workers, my membership dues (as certified to the Company by the Union, such certification by said Lodge shall constitute an absolute defense to the Company as to any claim by the undersigned or said Lodge that such dues have been illegally assessed or levied) and I hereby authorize and direct you to deduct such membership dues from my earnings and pay the same for my account to the Union. You are hereby authorized to deduct such membership dues from my earnings payable each week but if not so deducted in any particular week, you are then authorized to make such deduction from my earnings payable in any subsequent week.

Subject to applicable law, I reserve the right to revoke this authorization by individual notice in writing mailed to the Company and the Lodge at any time between December 20 and December 29 of any year during which this Agreement is in effect, or of any year during the term of each succeeding applicable collective bargaining agreement between the parties hereto, or ten days prior to the termination date of each such succeeding Agreement.

BADGE NO. _____

SIGNATURE OF EMPLOYEE

Assignment to, and Authorization to Deduct and Pay
Union Initiation Fee to,
Lodge No. 912 (UO), Affiliated with District 34,
International Association of Machinists
and Aerospace Workers

I further hereby assign, from my earnings now or hereafter payable to me from the General Electric Company, to Lodge No. 912 (UO), affiliated with District 34, International Association of Machinists and Aerospace Workers, the applicable fee required for membership and I hereby authorize and direct you to deduct such sum from my earnings and pay the same for my account to the Lodge. You are authorized to deduct such sum from my earnings payable the first week immediately following the date of this assignment and authorization, but if not so deducted, you are authorized to make such deduction from my earnings payable in any subsequent week.

BADGE NO. _____

SIGNATURE OF EMPLOYEE

UNION SERVICE CHARGE DEDUCTION AUTHORIZATION

GENERAL ELECTRIC COMPANY
EVENDALE PLANT

DATE _____
SSO. NO. _____

ASSIGNMENT TO, AND AUTHORIZATION TO DEDUCT AND PAY UNION SERVICE CHARGES TO LODGE NO. 912 (UO), AFFILIATED WITH DISTRICT 34, INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

TO PAYMASTER:

I hereby cancel any authorization heretofore given to you to deduct Union charges from my earnings.

For each week during which I work for the General Electric Company while this assignment is in effect, I hereby assign, from my earnings now or hereafter payable to me from the Company to Lodge 912 (UO), affiliated with District 34 International Association of Machinists and Aerospace Workers, service charges (as certified to the Company by the Lodge) and I hereby authorize and direct you to deduct such service charges (equivalent to periodic dues and initiation fees, uniformly required) from my earnings and pay the same for my account to such Lodge. You are hereby authorized to deduct such service charges from my earnings payable each week but if not so deducted in any particular week, you are then authorized to make such deduction from my earnings payable in any subsequent week.

Subject to applicable law, I reserve the right to revoke this authorization by individual notice in writing mailed by registered or certified letter to the Company and Lodge 912 (UO) postmarked not earlier than December 20 and not later than December 29 any year during the term of each succeeding applicable collective bargaining agreement between the parties hereto, or 10 days prior to the termination date of each such succeeding Agreement.

BADGE NO. _____

SIGNATURE OF EMPLOYEE

The term "dues or service charges" as used herein, will include only that regular payment required equally of all members, which has been certified in writing to the Company by a duly authorized official of Lodge **912** (UO), as to the amount designated as membership "dues" pursuant to the Constitution of International Association of Machinists and Aerospace Workers, and the constitution and by-laws of the Lodge 912 (UO).

Excluded specifically from any authorization of deduction are fines, penalties, contributions, assessments, or similar types of payments.

The parties agree that check off forms authorized under this Agreement will be honored by the Company and that the certification of the Lodge of the dues to be deducted under such check off authorization constitutes an absolute defense to the Company of any claim by the employees or the Lodge that such dues have been illegally assessed or levied.

(EXPLANATORY NOTE: Notices of revocation of authorization to deduct dues (dues check off or service charge authorization) shall be sent by registered or certified mail, to the Manager - Evendale Payroll, Building 800, General Electric Company, Cincinnati 45215, and to Lodge No. 912 (UO), Post Office Box 62661 Cincinnati, Ohio 45262-0641, at any time between December 20 and December 29, both dates inclusive).

* * *

3. Contributions to a Political Action Committee

(a) Employee Authorization

The Company agrees to deduct from the pay of each employee voluntary contributions to a Political Action Committee provided that each such employee executes or has executed an "Authorization for Assignment and Check-Off of Contributions to a Political Action Committee" form and provided further that such authorization has not been revoked.

Deductions shall be made only in accordance with the provisions of and in the amounts designated in said form, together with the provisions of this Section of the Agreement.

A properly executed copy of "Authorization for Assignment and Check-Off of Contributions to a Political Action Committee" for each employee for whom voluntary contributions to a Political Action Committee are to be deducted hereunder, shall be

delivered to the Company before any such deductions are made. All deductions shall be made pursuant to such properly executed forms for so long as they remain in effect. Such deductions shall be made from the employee's regular pay each pay cycle that the authorization remains in effect.

(b) Termination of Company Obligations

The Company's obligation to make sure deductions shall terminate automatically upon the termination of the employee who signs the authorization, upon written request, or upon his/her transfer to a job or location not covered by this Agreement.

(c) Remittance to the Union

The Company agrees to remit said deductions monthly to the Union as follows:

1. The total amount of contributions deducted.
2. The names, social security identifier and amounts from whose wages such deductions have been made.
3. The Company shall, at the same time remit to the Union its check for the amount shown under item (a) above, are of the International Association of Machinists and Aerospace Workers, AFL-CIO.

(d) Subject to applicable law, individual authorizations executed after the effective date of this Agreement shall be signed cards in the form agreed to by the Company and the Union.

ARTICLE III REPRESENTATION

1. The Company agrees that it will recognize the **Shift Committeeperson System** as the preliminary agency for negotiating the settlement of any grievance in regard to wages, hours or working conditions now existing or which may arise in the future.
2. The number of **Shift Committeepersons** shall be limited to one for each shift. An alternate **Committeeperson** may be designated to act in the absence of the **regular Shift Committeeperson**. **The activities of the Shift Committeeperson will be limited to the group of employees whom he/she represents (e.g. first shift).**
3. The Company agrees to recognize the **Bargaining Committee** which shall consist of up to three **Shift Committeepersons** as the agent or representatives for negotiating with Company management.

The Union shall designate one member of the **Bargaining Committee** as **Chairperson**.

These same **Shift Committeepersons** will provide adequate representation at **Step Two** of the **Grievance Procedure**.

4. **Requirements Concerning Shift Committeepersons/Bargaining Committee:**
 - a. The **Bargaining Committee** members must be **bona fide** employees of the **Company**.
 - b. The **Union** agrees to furnish the **Company** a written list of the **officers** of the **Union**, the **Bargaining Committee** members mentioned in (3) above; and the **Union** agrees to promptly advise the **Company** in writing of any change in any such office or position.

- c. **The Company will keep the Shift Committeepersons advised in writing of all temporary and permanent changes in management personnel with whom they meet at Step Two of the Grievance Procedure, and of all additions or eliminations of Supervisors of Bargaining Unit employees in their area.**
 - d. **Union officers or Bargaining Committee members/Shift Committeepersons leaving their position without the permission of their supervisor will be subject to disciplinary action including discharge at the discretion of the Company. In the event the Supervisor cannot be reached for "permission," the Union Officer or Bargaining Committee member/Shift Committeeperson leaving his/her position will then notify the Watch Engineer.**
- 5. **For time spent by the Shift Committeepersons, whose names are furnished to the Company as provided in (4)(b) above, during their regular working schedule, in processing grievances at Step 1 of the grievance procedure and other union business, the Company will pay up to two hours per week during each General Electric fiscal week.**
 - 6. **For time spent by the Chairperson of the Bargaining Committee whose name is furnished to the Company as provided in (4)(b) above, during his/her regular working schedule, in processing grievances at Step 1, Step 2 and or Step 3 of the grievance procedure and other union business will pay up to four hours per week during each General Electric fiscal week.**
 - 7. **Time not used by Shift Committeepersons in (5) above, and time not used by the Chairperson of the Bargaining Committee in (6) above, may be accrued during and until the end of each fiscal month.**
 - 8. **The payment for time spent processing and negotiating grievances as provided above is to compensate Union representatives receiving such payments for time lost from his/her regularly scheduled work shift and will be paid at the current**

straight time rate of record. Such time as paid will be considered as time worked for the purpose of qualifying a Union representative for overtime pay in accordance with Article IX. In the payment of such hours worked, the actual time spent on that calendar day in a Step Two or Step Three meeting will be counted as hours worked for the sole purpose of determining premium pay, if any, applicable for hours worked that calendar day or, in the case of third shift employees, the next calendar day during their regular shift. In all other instances Company paid Union time as defined in Article III will be applied to make up hours lost from the employee's regular work shift while on Union business on Company premises.

9. Payment in all cases will be made at the regular rate of pay.

ARTICLE IV POSTING

The Company will furnish the Union with an appropriate place in the Plant to be used exclusively for the posting of Union Notices pertaining to Lodge 912 Utility Operators and District Lodge 34. Such notices shall be restricted to:

- a. Notices of Union recreational and social affairs;
- b. Notices of elections, appointments and results of elections;
- c. Notices of Union meetings.

Posting of notices other than as provided for in a. b. and c. above may be cause for withdrawing the posting privilege from the Union.

**ARTICLE V
RESPONSIBILITIES OF THE PARTIES**

1. The parties recognize that, under this Agreement, each of them has responsibilities for the welfare and security of the employees:
 - a. The Company recognizes that it is the responsibility of the Union to represent the employees effectively and fairly;
 - b. Subject only to any limitations stated in this Agreement, or any other agreement between the Company and the Union, the Union recognizes that the Company retains the exclusive right to manage its business, including (but not limited to) the right to determine the methods and means by which its operations are to be carried on, to direct the work force, and to conduct its operations in a safe and effective manner.
2. This Article does not modify or limit the rights of the parties, or of the employees under any other provisions of this Agreement or under any other agreement between the Company and the Union, nor will it operate to deprive employees of any wages or other benefits to which they have been or will become entitled by virtue of an existing or future agreement between the Company and the Union.

**ARTICLE VI
GOVERNMENT REQUIREMENTS**

Nothing contained in this Agreement shall be deemed to impose upon either party the obligation to take any action, or refrain from taking any action, in violation of any existing or future law, or rule, regulations or directive issued by a government department or agency.

In the event that any existing or future law, or rule, regulation, or directive issued by a government department or agency causes invalidation of any Article or Section of this Agreement, all other Articles and Sections not so

invalidated shall remain in full force and effect.

ARTICLE VII WORKING CONDITIONS

The Company shall continue to provide systematic safety inspections, safety devices, dispensary and first-aid facilities to minimize accidents and health hazards within the Shop.

Whenever an OSHA inspection shall occur in a work area that includes employees represented by the Union, the Safety Committee person (or his/her designated union representative) who accompanies the OSHA Inspector as the employees' representative will be paid for the time lost from work during such inspections.

ARTICLE VIII DISCRIMINATION

1. There shall be no discrimination by Supervisors, Managers or other agents of the Company against any employee because of the employee's membership in the Union or because the employee is acting as a representative of the Union.
2. The Union agrees that neither its Officers, Committeepersons, Stewards nor its members, nor persons employed directly or indirectly by the Union, will intimidate or coerce employees; nor will it solicit members on Company time.
3.
 - a. Neither the Company nor the Union shall discriminate in the application of the provisions of this Agreement against any employee because of race, color, religion, age, national origin or ancestry, sex, or marital status.
 - b. Neither the Company nor the Union shall discriminate against any employee because of physical or mental disability or because he

or she is a disabled veteran or **other protected** veteran in regard to any position for which the employee is qualified.

ARTICLE IX HOURS OF WORK AND OVERTIME

1. a. Workweek

The normal workweek shall be five days, eight hours per day, Monday through Friday inclusive, except for special schedules to permit continuous operations. Under certain conditions, schedules other than the above may be necessary.

b. Workday

An employee's workday shall be the twenty-four hour period beginning with the starting time of his/her regularly scheduled shift. His/her Saturday, Sunday or holiday shall similarly be the twenty-four hour period beginning at the starting time of his/her regularly scheduled shift.

2. An employee will be paid at the rate of one and one-half times his/her straight time pay for hours worked:

a. In excess of eight hours per day;

b. On his/her Saturday;

c. In excess of forty hours per week.

3. An employee will be paid at the rate of two times his/her straight time pay for hours worked:

a. On his/her Sundays:

b. In excess of twelve hours in his/her workday, provided that an

employee who shall have worked in excess of twelve hours in any single workday, and who shall be required to continue to work beyond that workday, shall continue to be paid at the double time rate for hours worked until he/she shall have been relieved from work.

4. An employee who works on his/her paid holidays listed in Article XIII will be paid:
 - a. Eight hours holiday pay at his/her straight time;
 - b. One and one-half times his/her straight time rate for hours worked on his/her regularly scheduled shift.
 - c. Two and one-half times his/her straight time rate for hours worked outside his/her regularly scheduled shift.

5. An employee who is transferred from his/her regular established shift to another and who is thereafter returned to his/her original shift during the same week, or during the immediately succeeding week, shall be paid at the rate of time and one-half for the first eight hours worked following the first such transfer, except where either or both of such transfers: (i) results from the failure of another employee or employees to report for work; or (ii) is made in connection with a lack of work situation; or (iii) is made at the employee's request; or (iv) is made in connection with an established program of shift rotation; or (v) results from an emergency breakdown of equipment or machinery.

6. Continuous Operations

Special schedules of hours and overtime will apply (1) on jobs which require continuous operation and on jobs requiring continuous manufacturing processes such as those which, for reasons of protection of equipment and material, must be run on a twenty-four hour day and week by week basis, or (2) on process oriented jobs which cannot readily be operated on a non-continuous twenty-four hour day week by week basis.

a. Workday - Workweek

Where an employee on continuous operations has a scheduled workweek of five days at work and two days off, his/her first scheduled day off shall be considered as the sixth day of his/her workweek, and his/her second scheduled day off, whether or not successive, as the seventh day of his/her workweek. When such working schedule contains a regularly recurring workweek of six days at work and one day off, such scheduled day off shall be considered as the seventh day of his/her workweek and the day immediately preceding as the sixth day of his/her workweek.

b. Overtime

The Company will pay for overtime as follows:

- (1) At the rate of time and one-half for hours worked either:
 - (a) In excess of forty hours in any given workweek; or
 - (b) In excess of eight hours in any continuous twenty-four hours beginning at the starting time of the employee's shift; or
 - (c) On Saturdays or Sundays if either day is not his/her seventh day of his/her workweek; or
 - (d) On employee's seventh day of his/her workweek if such day is neither Saturday, Sunday or a paid holiday; or
 - (e) On Saturdays and Sundays (as a minimum if employee is on special schedule other than that outlined in (6) (a) above).
- (2) At the rate of double time for hours worked either:

- (a) On the employee's seventh day of his/her workweek, if such day is Saturday or Sunday: or
 - (b) In excess of twelve hours in his/her workday, provided that an employee who shall have worked in excess of twelve hours in any single day, and who shall be required to continue at work beyond that day, shall continue to be paid at the double time rate for hours worked until he/she shall have been relieved from work.
- (3) An employee who works on his/her paid holidays listed in Article XIII will be paid:
- (a) Eight hours holiday pay at his/her straight time rate;
 - (b) One and one-half times his/her straight time rate for hours worked on his/her regularly scheduled shift;
 - (c) Two and one-half times his/her straight time rate for hours worked outside his/her regularly scheduled shift.

7. Early Reporting

- a. Day shift employees who at any time are told to report after midnight and who continue working into their regular work shift will be paid at the rate of double time for all hours worked up to the regularly assigned starting time of their work shift.
- b. Employees on the second and third shifts who at any time are told to report prior to, and who continue working into their regular work shift will be paid time and one-half for hours worked up to the regularly assigned starting time of their work shift.

8. Call-In Time

- a. Day shift employees who at any time are told to report back for emergency work to be performed after they have completed their regular work shift, and who do not continue working into their regular work shift, will be paid at their applicable overtime rate but not less than time and one-half for hours worked prior to midnight, and double time for hours worked between midnight and the starting time of the day shift. Such employees shall, for any such period of work receive not less than the equivalent of four hours pay at their straight time rate. This does not apply to employees who continue to work into the next shift following their normal quitting time.
- b. Employees other than those covered by the preceding paragraph who are told at any time to report back for emergency work to be performed after the end of their regular work shift, and who do not continue working into their regular work shift, will be paid pursuant to the applicable provisions of this Article, but not less than the equivalent of four hours pay at their straight time rate. This does not apply to employees who continue to work into the next shift following their normal quitting time.
- c. Any employees who are told to report for emergency work on a day when they are not scheduled to work shall be paid at the applicable rate, but shall receive not less than the equivalent of four hours pay at their straight time rate.

9. Report-In Time

Employees who report for work in accordance with their regular schedules, and without previous notice thereof, neither their regularly assigned nor any reasonably comparable work is available will receive not less than four hours pay at the rate applicable had they worked but this provision shall not be applicable when such unavailability of work is beyond the control of the Company.

10. Dispensary Time

- a. Employees will be paid at their applicable rate for time spent in attending the Company dispensary for examination or treatment of any injury or industrial illness arising out of and in the course of their employment whenever such time would otherwise have been spent by the injured or ill employees on the work assigned to **him/her**. If **such** employee **is** sent home or to a physician or hospital as a result of such injury or industrial illness, he/she will be paid up to the end of **his/her** scheduled shift, including overtime for which **he/she was** previously scheduled **on the day such injury or industrial illness occurred**.
- a. Employees injured as listed in (a) above who are actively at work subsequent to the date of the injury and who are directed by the medical department to attend a clinic or specialist's office, will be paid for all lost time from their regular schedule of work that day, but not to exceed eight hours at the applicable rate of pay.
- b. **Employees actively at work who are directed to attend the Company dispensary outside of their scheduled hours of work will be paid at the applicable rate for such attendance.**

11. Division of Overtime

The Company agrees that overtime shall be divided as equally as practicable among qualified employees in each classification. It is expressly understood that employees will perform reasonable overtime assignments when requested except where cases of personal emergency exist.

12. Change in Schedule

The Company will give the Union as much notice as possible of any proposed changes in the working schedule and will discuss proposed changes with the Union. Any grievance resulting from the establishment of the new schedule will be handled through the regular

grievance procedure.

13. No Pyramiding of Overtime

It is agreed and understood that in computing the payment of overtime or premium or holiday pay, under no circumstances will pay combination of such computations exceed double time except in computing holiday pay in which event such combinations will not exceed double time and one-half.

14. Overtime Notice

The Company will give advanced notice of overtime where practicable. Unless an employee receives four hours notice in advance of any overtime assignment, he/she will not be charged.

15. Employees who have been removed from payroll for illness or injury shall upon return to work, be placed on the overtime list in the same relative position as when they were removed. For example, an employee who was the lowest, the highest, or the fifth highest on the overtime list when removed from payroll will return to the lowest, highest, or the fifth highest depending upon the situation. Charged hours of the returning employees will be adjusted accordingly. On their return to work, if they have a physical limitation and cannot perform the work available on overtime, he/she shall be charged for such overtime not worked.

**ARTICLE X
ASKING FOR OVERTIME**

1. One overtime list will be maintained for each shift. Overtime will be added to the list at the end of each week. The overtime will be zeroed out on the first weekend of each new calendar year.
2. Overtime will be offered as soon as the need is determined.

3. Overtime will be charged for all hours offered at the rate they would have been paid had they worked, except for those hours refused on a 6th day for straight time overtime pay.
4. Overtime will be offered to the low hours operator. In the event no one accepts the overtime, the operator working the previous shift with the fewest overtime hours will be forced to work the overtime.
5. Overtime opportunities of full shift duration (8 hrs) will first be offered to the low hours operator on his/her day off assigned to the shift where the overtime opportunity exists.
 - The 8-hour opportunity will then be offered to the low hours operator(s) on his/her day off on each of the other two shifts.
 - The opportunity will then be offered by splitting the shift on a 4-hour shift extension/early call in basis.
 - Management has the right to bypass any employee for overtime to prevent a Sputnik pay situation from occurring.
6. Overtime opportunities of 2 hours or less duration will be offered to the low hours operator on a shift extension.
7. In the event of an emergency, the Union agrees that the Company will draft employees as needed to handle the emergency.

ARTICLE XI

DIFFERENTIAL FOR SECOND AND THIRD SHIFT EMPLOYEES

Employees hired on or before August 1, 1994, assigned to recognized second and third shift operations shall have ten percent added to their regularly determined earnings for all work performed on such shifts. Employees hired after August 1, 1994, who have no record of prior GE service, shall have one dollar (\$1.00) added to their regular hourly rate for all work performed on such shifts until they have accumulated five (5) years of continuous service after which they will receive the 10% night shift differential.

ARTICLE XII RATES OF PAY

1. Nothing contained in this Agreement or elsewhere shall be construed to prevent the Company at any time from changing the wage rate of any of the job classifications if their content is changed, or eliminating them entirely, or changing their content, or of adding new classifications. No grievance arising out of the application or interpretation of any part of this Article shall be submitted to arbitration.
2. The Company will furnish the Union with information on and changes of:
 - a. All job classifications within the Bargaining Unit;
 - b. Wage rates and progression schedules for job classifications as covered in (2) (a).
3. When an employee is hired, he/she will be given a card showing his/her starting rate, job classification and progression schedule, if any, applying to the job classification for which he/she is hired. When an employee's job classification is changed, similar information will be given to him/her.
4. Experienced applicants will be hired or experienced employees will be transferred at a rate not less than two steps below job rate. Inexperienced applicants will be hired or inexperienced employees will be transferred at a rate not less than three steps below job rate nor more than four steps below job rate.
5. An employee will progress from his/her starting rate to his/her job rate, if his/her job rate is P-19 or below, according to the following progression schedule:

P-08 to P-09	One month
P-09 to P-10	One month
P-10 to P-11	One month

P-11 to P-12	One month
P-12 to P-13	One month
P-13 to P-14	One month
P-14 to P-15	One month
P-15 to P-16	Two months
P-16 to P-17	Two months
P-17 to P-18	Two months
P-18 to P-19	Two months

Any further advancement to job rate beyond the above progression will be based on performance and the job rate will be paid for normal performance.

ARTICLE XIII HOLIDAYS

Within the term of this Agreement in each calendar year the Company will pay an employee for twelve holidays not worked if they occur during the employee's regular workweek and if the employee meets the requirements listed below. The holidays will be as follows:

New Year's Day		2016	2017	2018	2019
Martin Luther's King Birthday		2016	2017	2018	2019
Good Friday		2016	2017	2018	2019
Memorial Day*		2016	2017	2018	2019
Independence Day	2015	2016	2017	2018	
Labor Day	2015	2016	2017	2018	
Election Day (November)	2015	2016	2017	2018	
Veteran's Day	2015	2016	2017	2018	
Thanksgiving Day	2015	2016	2017	2018	
Day After Thanksgiving	2015	2016	2017	2018	
Christmas Eve	2015	2016	2017	2018	
Christmas Day	2015	2016	2017	2018	

*The Memorial Day holiday will be observed as established by the Federal Government.

1. Such employee has at least thirty days credited service prior to any holiday listed above.
2. The employee must have worked the last scheduled work day prior to and the next scheduled work day after such holiday. If either of such scheduled work days fall on a Saturday or a Sunday, such day need not be worked to qualify. Nevertheless, each of the closest scheduled work days (other than Saturday or Sunday) on both sides of the holiday must be worked for the employee to qualify. (For example, if a listed holiday falls on a Friday, and the employee is scheduled to work on the preceding Thursday and the following Saturday and Monday, the employee must work the preceding Thursday and following Monday to qualify for the holiday pay.)

An employee who is absent from work on either the last scheduled workday prior to double consecutive holidays (when such double consecutive holidays have been arranged under the provision of this Article) or his/her next scheduled workday after such double consecutive holidays (in such case, the employee will be entitled to holiday pay only for the first of such double consecutive holidays if he/she works the last scheduled workday prior to that holiday, but not the next scheduled workday after the second holiday; and the employee will be entitled to holiday pay only for the second of such double consecutive holidays if he/she fails to work the last scheduled workday prior to the first of such double consecutive holidays but works the next scheduled workday after the second of such double consecutive holidays).

However, an employee who has been continuously absent from work for not more than two weeks prior to the week in which the holiday occurs or who has worked for the Company at any time during the week in which the holiday occurs, and whose absence on the last scheduled workday before or the next scheduled workday after the holiday or both such days, was due to Union activity, verified personal illness or emergency illness at home, death in the family, jury duty, military encampment, layoff or temporary lack of work, will be paid.

On payment of holidays, it is intended that the employees who do not work the holiday shall receive pay for the normal work schedule of eight hours. Such payment will be at the average straight time rate earned during the week in which the holiday occurs. Employees receiving the night shift bonus will receive the bonus on the holiday pay.

If any of these holidays fall on Sunday, except Christmas Eve, they will be observed on the following Monday and Monday only, for all purposes under this Agreement.

If any of these holidays fall on Saturday, they will be observed on the preceding Friday and Friday only, for all purposes under this Agreement. However, the Company and the Union may by agreement in writing substitute a day other than the preceding Friday for any such holiday which falls on Saturday.

The Christmas Eve holiday will be observed on the last scheduled workday, of the normal workweek, prior to the day on which the Christmas Day holiday is observed, for all purposes under this Agreement.

3. Employees on continuous operations will be paid for the holidays listed above, if the holidays fall within their scheduled workweek and they are not scheduled to work on the holidays.

If such employee fails to work as scheduled, he/she will not be paid for the holiday. If, however, such failure to work on the holiday is due to Union activity, verified personal illness, death in the family, jury duty, military encampment or emergency illness at home, the employee will be paid for the holiday if he/she is otherwise eligible in accordance with all of the above provisions.

For an employee on continuous operations, when a holiday falls on his/her regularly scheduled day off, his/her next non-premium scheduled workday shall be deemed to be his/her holiday. In no event will an employee receive the holiday pay or premium more than once

for a holiday. When a holiday falls on his/her special scheduled day off he/she shall receive pay for the normal work schedule of eight hours. Such payment will be at the average straight time rate earned during the week in which the holiday occurs. Employees receiving the night shift bonus will receive the bonus on the holiday pay.

4. The Company and the Union may by agreement in writing substitute a different holiday in place of any of the above listed holidays for all purposes under this Agreement, provided that such agreement is made prior to December 1 of the year immediately preceding the year in which a holiday substitution is to be made for a holiday occurring prior to July 1 of that year, and prior to June 1 of the year in which a holiday substitution is to be made for a holiday occurring after July 1 of that year.

ARTICLE XIV VACATIONS

1. Paid Vacation Periods

For employees first eligible for GE benefits prior to June 18, 2007, vacation will be provided in an Annual Allotment subject to the eligibility requirements set forth in paragraph (a) below.

For employees first eligible for GE benefits on or after June 18, 2007, vacation will be earned on a pro rata basis with a fractional portion of the annual vacation period being earned each month subject to the eligibility requirements set forth in paragraph (b) below.

Vacations with pay will be granted in each calendar year (hereinafter called the "vacation year") to eligible employees as follows:

- (a) Employees Hired Before June 18, 2007. (Annual Allotment)

<u>Years of Continuous Service</u>	<u>Vacation</u>
1	2 Weeks
5	3 Weeks
15	4 Weeks
20	5 Weeks
30	6 Weeks

(b) Employees Hired On or After June 18, 2007. Earn As You Go (“EAYG”)

<u>Years of Continuous Service</u>	<u>Vacation</u>
< 1	2 Weeks (pro rata)
1	2 Weeks
5	3 Weeks
15	4 Weeks
20	5 Weeks
30	6 Weeks

2. Eligibility Requirements – Annual Allotment

An employee whose continuity of service is unbroken as of December 31, or his/her last scheduled workday in the last week of the year immediately preceding the vacation year, shall qualify for a vacation or vacation allowance under the provisions of this Article if he/she:

- a. Actually performs work as an active employee of the Company during the last full calendar week of the year immediately preceding the vacation year:
- b. Receives earnings from the Company directly applicable to all or part of such week.

If an employee has not qualified under (2)(a) or (b) above, but

returns to work without loss of continuity of service during the vacation year, he/she will become entitled to a vacation or vacation allowance in the vacation year after he/she shall have worked in the vacation year for one (1) month or for a period equal to that of his/her absence if his/her absence was less than one month. Any such employee re-employed too late to work for one month in the vacation year will be paid his/her vacation allowance and may have a portion of the time out considered as the vacation to which he/she is otherwise eligible.

3. Eligibility Requirements – Earn As You Go (EAYG)

Vacation days are earned on a pro rata basis during the calendar year and eligible employees can earn a fractional portion of the annual vacation each month. A prorated portion is earned for any month the employee is on active payroll and works any amount of time during that month.

Subject to management approval, the employee may take all or part of the annual vacation at any time during the calendar year, including additional days the employee may earn at a later date according to the table in paragraph 1(b) including additional days granted as a result of achieving a service milestone.

No employee shall earn vacation while on leave. However, if an individual on leave returns directly to active status during the same calendar year, the employee will receive credit for vacation he or she would have earned as if no leave had been taken during the calendar year the leave terminates.

4. Determination of Paid Vacations

a. Basic or Guaranteed Vacations

The basic vacation period of an eligible employee shall be based upon his/her length of continuous service as of December 31 of the year immediately preceding the vacation year.

b. Additional (or Initial) Vacation

An eligible employee whose continuing accumulation of service credits during a vacation year entitles him/her to an additional vacation under the provisions of Section (1) (or who completes his/her first year of continuous service during the vacation year) will receive such additional vacation (or his/her initial vacation), provided that an employee shall not be entitled to any such vacation in a vacation year unless he/she shall actually perform work as an active employee of the Company during such vacation year after having qualified for such vacation.

5. Termination of Employment

Employees Who Earn Vacation via Annual Allotment - An employee who quits, is discharged, dies or retires will promptly thereafter receive the full vacation allowance to which he/she may then be entitled. In the case of employees who die, vacation allowances will be treated as wages owing the employee, and payment made accordingly.

Employees Who Earn Vacation via EAYG – An employee who resigns or is terminated, will only be paid out earned but unused vacation. Any vacation time that is taken in excess of the amount which the employee has earned must be reimbursed to the Company. However, if an employee retires, is laid off, becomes disabled or dies, reimbursement is not required.

6. Use of Vacation Time for Absences of Employees

a. Leave of Absence

An employee who is granted a leave of absence may have the first portion of such leave designated as the period of any vacation to which he/she may then be entitled, if the Manager shall approve.

b. Extended Illness, Accident or Layoff

Subject to management approval an employee who is absent because of personal illness or accident or because he/she is laid off for lack of work, may elect (except in an operation which is scheduled for a vacation shutdown) to have the first portion of such absence designated as the period of any vacation to which he/she may then be entitled. The employee's election to apply unused vacation to extend active service must be made within one (1) week of the beginning of the applicable absence.

c. Incidental Absences

An employee whose absence is excused because of personal illness, personal business, holidays that are unpaid, temporary lack of work, or short workweek (of one-half day or longer) may utilize extra vacation time to which he/she is entitled in excess of the scheduled shutdown or shutdowns (or in excess of two weeks in operations in which no shutdown is to be observed) for such absences in the form of vacation days. Absences for personal illness and personal business require the approval of the Manager. This time may be paid out in multiples of four hours.

d. Other Absences

An employee who is absent from work for any reason, other than those reasons listed above, will not be entitled either to have his/her vacation scheduled or to receive a vacation allowance during the period of such absence.

e. Vacation Payment Guarantee

An employee whose service is terminated or whose absence from work continues beyond the end of a vacation year, and who did not receive in such vacation year the full vacation pay for which he/she had qualified and had not otherwise used, shall receive at the end of the vacation year, or upon prior termination

of service, a vacation allowance in lieu of any vacation to which he/she was entitled.

7. Computation of Vacation Pay

a. Basic Formulas

Vacation pay for each week of vacation to which an employee is entitled will be computed by multiplying the appropriate weekly hour-multiplier as determined by (7)(b) below, by the appropriate rate-multiplier as determined by (7) (c) below. (Vacation pay for any extra day or one-half day of vacation to which an employee may be entitled will be determined by (1) dividing by five or ten respectively the weekly hour-multiplier determined for him/her under (7)(b) below and (2) multiplying such daily equivalent by the appropriate rate-multiplier determined by (7)(c) below).

b. Determination of Weekly Hour-Multiplier

The weekly hour-multiplier for vacation pay computations for all employees will be forty hours except as noted in the following paragraphs of (7)(b).

(1) Short Schedule

The weekly hour-multiplier of an employee whose regular weekly schedule at the time his/her vacation begins is less than forty hours will be the greater of either (A) his/her scheduled hours per week at the time the vacation begins, or (B) his/her scheduled hours per week during the last fiscal week, as determined by the GE fiscal calendar, worked by him/her during the year preceding the vacation year, but in any event will not be greater than forty hours.

(2) Multiple-Shift Short Schedule

Notwithstanding the provisions of (7)(b)(1) above, the

weekly hour-multiplier for an employee who is on a multiple shift operation and whose regular weekly schedule of hours is not less than thirty-two and one-half hours shall not be less than forty hours.

(3) Extended Schedule

The weekly hour-multiplier of an employee who shall have worked an average of more than forty (40) hours per week during the weeks paid in the calendar year which immediately precedes the vacation year will be determined in accordance with the following schedule:

<u>Average Weekly Hours</u>	<u>Weekly Hour-Multiplier</u>
40 BUT LESS THAN 42	40
42 BUT LESS THAN 42.5	42
42.5 BUT LESS THAN 43.5	43
43.5 BUT LESS THAN 44.5	44
44.5 BUT LESS THAN 45.5	45
45.5 BUT LESS THAN 46.5	46
46.5 BUT LESS THAN 47.5	47
47.5 AND HIGHER	48 (MAXIMUM)

NOTE: For the purpose of the foregoing schedule, average weekly hours will be computed by dividing the total number of hours actually worked by the employee during the weeks paid in said year by the number of weeks in such year, except that the following listed types of time lost from work will be counted as time worked.

- (a) Time spent on Union activity;
- (b) A listed or observed holiday;
- (c) Jury duty service;
- (d) Military Service for which service credits are granted under Article XXII (4);

- (e) Vacation shutdowns and vacation periods;
- (f) Time paid for death-in-family absence;
- (g) Time lost due to a compensable accident or compensable illness;
- (h) Employee's personal absences for which pay is granted.

(4) Continuous Operations

The weekly hour-multiplier of an employee who is, at the time of his/her vacation, regularly assigned to work on a Continuous Operation schedule will be the greater of either (A) the number of hours per week he/she would have been paid, up to a maximum of forty-eight hours, including premium hours for Saturday and/or Sunday, had he/she worked forty hours on his/her established regular schedule including Saturday and/or Sunday, on the week or weeks scheduled for vacation or (b) the hours provided by the application of (7)(b)(3) above.

c. Determination of Rate-Multiplier

The rate multiplier for an hourly employee will be the greater of:

- (1) His/her current rate (including night shift bonus for employees who are regularly scheduled on a night shift and any wage increase adjusted to the number of vacation days affected by such increase); or
- (2) His/her last hourly rate (including night shift bonus for those employees regularly scheduled on a night shift) in effect during the last full calendar week of the year preceding the current vacation year.

d. Payments for Incidental Absences

The payments described in (6)(c) will be paid on the same basis

as outlined above.

8. Scheduling of Vacations

a. Scheduling

In the event of one or more vacation shutdowns in the plant within the vacation year, employees will have their vacation time scheduled during the first such shutdown, if possible. Employees entitled to more vacation time than that taken in the first vacation shutdown will have the additional time scheduled during the subsequent vacation shutdown periods, if any, within the same year. Vacations taken at times other than during vacation shutdown periods will be scheduled to conform to requirements of the business; however, in scheduling such vacations the Company will give consideration to the requests of individual employees for specific time periods for vacation. Such requests will be considered on the basis of seniority and subject to the requirements of the business.

b. Ineligibility for Income Extension Aid

In the event an employee elects to take time off without pay during a scheduled shutdown period, such employee shall not be eligible for Income Extension Aid for that scheduled shutdown period.

c. Postponement or Division of Vacations

It will not be permissible to postpone vacations from one year to another, or to omit vacations and draw vacation pay allowances in lieu thereof, except with the written approval of the Manager. No vacation shall be divided unless it is of two weeks or more duration, in which case it may, with the consent of the Manager, be divided.

It will not be permissible to draw vacation pay allowances in lieu

thereof for days not yet earned under the EAYG method of earning vacation

- d. Employees may be allowed to take eligible vacation one day at a time, with at least 24 hours advance notice. Management reserves the right of refusal.

9. Time of Vacation Payment

Except as otherwise provided in this Article, vacation allowances shall be paid to an employee on or about the last day worked by him/her prior to the beginning of the vacation scheduled for him/her except payments under (6)(c). An employee who earns vacation under the Annual Allotment method and takes his/her vacation prior to the date upon which he/she becomes eligible will receive payment for full weeks (computed in accordance with (7) above) after he/she becomes eligible. Additional day or days for which an employee may qualify later in the year may be taken at the time of the regular vacation and payment for such time (computed in accordance with (7) above) will be made after the employee has qualified.

10. Holiday in Vacation Period

When the vacation period of any employee includes one of the holidays listed in Article XIII, an additional day of vacation will be granted with pay if the holiday occurs during the scheduled workweek of the employee. The extra day must be taken immediately before or after as an extension of the vacation, except when a holiday(s) falls within a shutdown period in conformance with Section 8 of this Article.

11. Death in Family in Vacation Period

When an employee on vacation experiences a death in family which would otherwise qualify the employee for leave under Article XXII, the employee will be entitled to substitute up to two (2) days of death in family leave for days of vacation. Those two (2) days may be subsequently taken as vacation per management approval, or, in the

alternative, may be used to extend the vacation period then in progress.

ARTICLE XV CONTINUITY OF SERVICE - SERVICE CREDITS

1. Definition of Terms

- a. "Continuity of Service" designates the status of an employee who has service credits totaling fifty-two or more weeks.
- b. "Continuous Service" designates the length of each employee's continuity of service and shall equal the total service credits of an employee who has "Continuity of Service."
- c. "Service Credits" are credits for periods during which the employee is actually at work for the Company or for periods of absence for which credit is granted. (As provided in (3) below).
- d. "Absence" is the period an employee is absent from work either with or without pay (except a paid vacation period) computed by subtracting the date following the last day worked from that date the employee returns to work. Each separate continuous period away from work shall be treated as a single absence from work.
- e. "Illness" shall include pregnancy whenever the Supervisor or other immediate Supervisor is notified prior to absence from work.

2. Loss of Service Credits and Continuity of Service

- a. Service credits previously accumulated and continuity of service, if any, will be lost whenever the employee:
 - (1) Quits, dies, resigns, retires or is discharged;
 - (2) Is absent from work for more than two consecutive weeks

without satisfactory explanation;

- (3) Is absent from work because of personal illness or accident and fails to keep his/her Supervisor notified monthly, stating the probable date of his/her return to work.
 - (4) Is notified within a year from date of layoff that he/she may return or give satisfactory explanation within two weeks;
 - (5) Is absent from work without satisfactory explanation beyond the period of any leave of absence granted him/her by the Company;
 - (6) Is absent from work for a continuous period of more than one year for any reason other than a leave of absence granted in advance due to a compensable accident (up to eighteen) months.
- b. Effective only for employees who are rehired on or after August 8, 1976, the service record of each employee laid off and re-employed after layoff or re-employed following illness or injury, will be reviewed by the Company at the time of his/her re-employment, and in each case such employee will be notified as to his/her service credits and continuity of service, if any. If the Company re-employs an employee who has lost service credits and continuity of service because of layoff due to lack of work for more than one year, because of absence due to illness or injury for more than one year, or because of termination for transfer to a successor employer, such employee shall have such service credits and continuity of service automatically restored if his/her continuous service at the time of his/her layoff, termination for transfer to a successor employer, or first day of illness was greater than the total length of such absence or if the employee has recall rights under Article XVI, Seniority, or if the employee is placed under Preferential Placement.
- c. If the Company reemploys, on or after June 27, 1988, a former

employee who had continuity of service at the time of a previous termination of Company employment [and the employee is not eligible for automatic service restoration under Section 2 (b)], the Company shall restore such continuity of service after the employee has completed one year of continuous service following reemployment. An employee in the process of service restoration under this Section who is laid off and again rehired or recalled shall have all service credits earned following reemployment on or after June 27, 1988 accumulated for the purpose of service restoration under this Section 2 (c).

- d. Service restoration provided for in this Section 2 will be contingent upon the employee's full repayment of any of the following lump sum benefits paid under Article XXIV: Income Extension Aid under Section 4(b)(1)(iii), Special Voluntary Layoff Bonus under Section 4(c), Special Retirement Bonus under Section 3(b), or severance pay due to a plant closing termination which occurred within six months prior to the date of reemployment. Such repayment must be made within a reasonable time after rehire. No such repayment is required of benefits paid if the reemployment date is more than one year from the date of the prior termination.

3. Service Credits

Service credits for each employee shall be granted for periods during which the employee is actually at work for the Company, and service credits for absences shall be added to an employee's service, after re-employment with continuity of service or with prior service credits, as follows:

- a. Employees when reemployed with prior service credits or continuity of service following absence due to illness, accident, layoff, or leave of absence granted by the Company because of termination for transfer to a successor employer, or due to plant closing, will receive service credits for up to a total of the first twelve months of such absence. Where the absence of an

employee, with continuity of service, is due to a compensable accident or compensable illness, and the employee is reemployed without loss of continuity of service, service credits will be granted for the period of his/her absence in excess of twelve months up to a maximum of six additional months.

- b. For all other absences of two weeks or less, such employees will receive service credits, but, if the absence is longer than two weeks, no service credits will be allowed for any part of such absence.

ARTICLE XVI SENIORITY

- 1. Seniority shall begin with the date of employment in the Bargaining Unit and in each case shall be the time worked within the unit. For purposes of this Article:
 - a. Effective for employees placed on personal illness or injury, seniority shall accumulate as follows:
 - (1) For employees other than probationary, but with less than one year of seniority, seniority shall accumulate for twelve months.
 - (2) For employees with one or more years of seniority, but less than three years seniority, seniority shall accumulate for a period equal to their total absence, but not to exceed thirty months.
 - (3) For employees with three or more years of seniority, but less than four years seniority, seniority shall accumulate for a period equal to their total absence, but not to exceed thirty-six months.
 - (4) For employees with four or more years of seniority, but less

than five years seniority, seniority shall accumulate for a period equal to their total absence, but not to exceed forty-eight months.

(5) For employees with five or more years seniority, seniority shall accumulate for a period equal to their total absence, but not to exceed sixty months.

b. Effective for employees who are placed on layoff, seniority shall accumulate as follows:

(1) Employees who at time of layoff have less than six months seniority, shall be eligible for recall in accordance with Article XVIII for a period of twelve months following layoff and if recalled within such period, will be allowed accumulated seniority for such period of layoff and will retain their seniority accumulated prior to such layoff. After twelve months of continuous layoff, they will lose their seniority rights in the Bargaining Unit.

(2) Employees who at time of layoff had six months or more of seniority, shall be eligible for recall in accordance with Article XVIII for a period of sixty months following layoff or until retirement, whichever occurs first and if recalled within such period, will be allowed accumulated seniority for such period of layoff and will retain their seniority accumulated prior to such layoff. After sixty months of continuous layoff, they will lose their seniority rights in the Bargaining Unit.

2. Seniority for each employee who was in the Bargaining Unit on or before April 15, 1955, shall be based on the length of his/her continuous service.

3. Seniority for each employee who enters the Bargaining Unit subsequent to April 15, 1955, shall be measured from his/her date of entry into the Unit.

4. The Company will, to the extent practical, give first consideration for job openings and upgrading to present employees when employees with the necessary qualifications are available. In upgrading employees to higher rated jobs, the Company will take into consideration as an important factor, the relative length of seniority of the employees who it finds are qualified for such upgrading.
5.
 - a. Employees who, after June 30, 1991, are transferred to jobs outside the bargaining units may be returned to their former classification in the bargaining unit in accordance with their total length of continuous service during the period up to six (6) months following the first such transfer to a job outside the unit.
 - b. Employees promoted in accordance with the above may be returned to the Bargaining Unit with their accumulated seniority provided such seniority entitles them to a job in the last classification they held in the Bargaining Unit. In the event the last classification held by such promoted employees is eliminated or not utilized, they will be returned to the next lower classification held which is still being utilized. In the event that an employee cannot be placed on their former job under the above provisions, they will be considered in accordance with Article XVII - Reduction of Forces.
6. New employees shall be considered probationary employees until they have been employed 180 days. After service credits of 180 days have been acquired, these employees will have their seniority established as of the continuous service date. During said probationary period of employment of new employees the Company, at its discretion, may discharge or transfer any such new employee at any time. However, any claim of discrimination in connection with the transfer, layoff or discharge of probationary employees may be taken up as a grievance.

ARTICLE XVII REDUCTION OF FORCES

1. Whenever it is necessary to layoff or transfer employees due to lack of work, the following procedure shall apply:
 - a. When a classification is affected by lack of work, the employees in that classification with the least seniority will be given one week's notice of transfer or layoff provided those employees retained on this basis are qualified to perform the work. Any employee who is to be laid off for lack of work shall have one week's notice or one week's pay at the prevailing weekly schedule of hours at the time of layoff.
 - b. Every effort will be made to place the affected employees as quickly as possible. However, in the case of those employees who are eligible for transfer on a seniority basis, if the necessary rearrangement of personnel cannot be made in the one week notice period, the affected employees may be removed from the payroll for lack of work for a period not to exceed two weeks. Thus, shorter service employees may remain in the Bargaining Unit for periods not to exceed two weeks.

2. Any employee affected who has seniority will be considered for transfer or layoff as follows:
 - a. He/she may transfer to an open job in his/her present classification;
 - b. If no such open job exists, he/she may displace the shortest service employee in his/her present classification;
 - c. If his/her seniority or qualifications or both do not permit him/her to displace an employee as described above, he/she may fill an opening in a lower rated classification that he/she previously held or is otherwise qualified to perform;

- d. If his/her seniority or qualifications or both do not permit him/her to fill an opening as described in (2) (c) above, he/she will displace the shortest service employee on a job in a lower rated classification in which he/she has previously held a job or is otherwise qualified to perform.
- e. Any employee so displaced will be subject to the same entire layoff procedure as the affected employees above.

ARTICLE XVIII RECALL

In recalling employees laid off because of lack of work as provided in Article XVII the following procedure shall apply:

- a. Whenever there is an open job in a classification, an employee who has previously held a job in that classification or **who was laid off from that classification** will be recalled to such open job. The total length of seniority shall be the major factor governing such recall if the employee is able to perform the open job in a satisfactory manner after a minimum amount of training;
- b. If a laid off employee is recalled to an open job in a classification as provided in (a) above, **and either** refuses to be considered for the open job **or fails to answer the notice of recall within five working days and to report within fifteen calendar days after receipt by the employee of the notice of recall sent to him/her by registered mail at the last address in his/her personnel folder, the employee shall lose all seniority rights in the Bargaining Unit.** An employee who is unable to comply with the above requirements because of (1) verified illness or injury, or (2) employment elsewhere, shall retain his/her seniority rights, providing he/she notifies the Company in writing within five working days after receipt by the employee of the notice of recall that he/she will report within fifteen calendar days from receipt of such notice, or

as soon as his/her health permits, if his/her inability to report is due to a verified illness or injury.

- c. Each employee shall have at all times the responsibility of informing the Company of his/her correct address. An employee who has his/her notice of recall returned for non-delivery will be removed from the recall list and will lose his/her seniority rights in the Bargaining Unit.

ARTICLE XIX GRIEVANCE PROCEDURE

Subject to the provisions of Article XXIII, the Grievance Procedure established by this Article shall be used for the purpose of orderly negotiations between the parties concerning all claims, disputes or other matters subject to collective bargaining between the parties during the term of this Agreement, whether or not such claims, disputes or other matters involve the interpretation or application of this Agreement.

1. In the event that any grievance arises, the following procedure will apply:

Step 1 An employee may take up his/her grievance directly with his/her Supervisor or may cause the grievance to be presented to the Supervisor by his/her **Shift Committeeperson**, in which case the **Shift Committeeperson** will submit the grievance in writing. The Supervisor will give his/her answer within **four** working days, or if an extension is requested, within **ten working** days after receiving the grievance. If unsettled, the grievance may be referred to:

Step 2 If the Union decides to take the grievance to this step, the Union will present the case in writing to a designated representative of the Company and request a meeting which will be arranged within eight **working** days after the grievance is presented to the Company. Upon the Union's

request, the sub-section manager will participate in the Step 2 grievance meeting. If still unsettled, the grievance may be referred to:

Step 3 If the Union decides to take the grievance to this step, the Union will advise designated representatives of the Company who will arrange for a meeting with the Union's committee and an International Representative of the Union, no later than fifteen **working** days from the time the Company representatives are notified of the request for a meeting. At this meeting, the final decision of the Company will be given unless otherwise agreed upon. If the Union does not notify the Company within fifteen **working** days after receiving the Company's decision at Step 2 that the grievance is being referred to Step 3 of the grievance procedure, the grievance will be considered closed and based upon the last decision rendered by the Company at Step 2 of the grievance procedure.

Note: "Working" days are days Monday through Friday.

2. A grievance, **when** submitted in writing by the Union to the Supervisor, shall receive a written reply, if so requested in writing.
3. A grievance filed on behalf of a candidate for preferential placement under Article XXIV which arises solely due to the failure of Company management at a designated location to select such candidate, where such designated location employs no employees represented by the union, may be filed at the Headquarters level. A grievance filed on behalf of a candidate for preferential placement under Article XXIV which arises solely due to the failure of Company management at a designated location to select such candidate, where the candidate's original location has closed, may also be filed at the Headquarters level, provided the grievance arises following the original location's plant closing date. The Company shall give us its final decision to the Union in writing within a reasonable time after discussions with the Union and

an opportunity to investigate the facts.

ARTICLE XX ARBITRATION

1. Any grievance which involves the interpretation or application of this Agreement, and any grievance protesting the discharge of an employee and which remains unsettled after having been fully processed pursuant to the provisions of Article XIX shall, if agreeable to both the Union and the Company, be submitted to arbitration provided such request is made within thirty days after the decision of the Company has been given to the Union pursuant to Article XIX.
2. If, within ten days following the agreement for arbitration of such a grievance, the Company and the Union cannot mutually agree upon an arbitrator, they may jointly request the Federal Mediation and Conciliation Service to submit a panel of seven names from which an arbitrator shall be chosen. Upon receipt of such panel, representatives of the Company and the Union shall strike in alternate turn one of the names from the panel list until six names have been so struck, whereupon the arbitrator whose names remains shall be deemed to be the arbitrator selected by mutual agreement of the parties. A second panel may be requested by mutual agreement of the parties.
3. The award of an arbitrator so selected upon any grievance so submitted to him shall be final and binding upon all parties to this Agreement. The arbitrator shall have no authority to add to, detract from or in any way alter the provisions of this Agreement. In addition, it is specifically agreed that no arbitrator shall have the authority to establish a wage rate or job classification, and that no provisions of this Agreement or other agreements between the parties shall be subject to arbitration pertaining in any way to the establishment, administration, interpretation or application of Insurance, Pension and Income Extension plans in which employees covered by this Agreement are eligible to participate. The cost of any arbitration shall be borne equally between the Company and the Union.

4. Expedited Arbitration

- A. The expedited arbitration procedure will be applicable only to disciplinary grievances. Both parties must agree to the submission of the grievance under the expedited procedure and either party may elect not to submit any disciplinary grievance to arbitration under the expedited procedure.
- B.
 - 1. There is no procedural question such as arbitrability of due process; and
 - 2. There is no claim alleging discrimination in violation of Section 3 of Article VIII of the Agreement between the parties; and
 - 3. The only issue in a discharge or discipline case is whether the discharge or discipline was imposed for just cause.
- C. In an arbitration case between the Company and the Union which is limited to a disciplinary penalty other than discharge, the following rules will apply:
 - 1. There shall be no transcript of the hearing.
 - 2. There shall be no post hearing briefs or other written arguments by the parties.
 - 3. There shall be a thirty (30) minute recess before any closing oral arguments by the parties. Each party shall be limited to thirty (30) minutes for closing oral arguments followed by no more than fifteen (15) minutes for rebuttal following closing arguments.
- D. In any arbitration case between the Company and the Union which involves the disciplinary penalty of discharge, the following rules will apply:

1. There shall be no transcript of the hearing.
 2. Post hearing briefs may be submitted by either party; however, the intent by one party to submit a post hearing brief must be communicated to the other party prior to the closing of the hearing. Post hearing briefs shall be submitted within ten (10) working days following the close of the hearing.
 3. In the event that the parties decide not to submit post hearing briefs as outlined in (2) above, there shall be a thirty (30) minute recess before any closing oral arguments by the parties. Each party shall be limited to thirty (30) minutes for closing oral arguments followed by no more than fifteen (15) minutes for rebuttal following closing arguments.
- E. The arbitrator shall give an Award without an opinion. The Award shall consist of a summary statement of no more than two (2) pages which sets forth the basis of the Award. The arbitrator shall render such Award within two (2) weeks after the closing of the oral hearing in those cases where no post hearing briefs are involved.
- In those cases where the parties elect to submit post hearing briefs as outlined in D above, the arbitrator shall render an Award within two (2) weeks following the receipt of the post hearing briefs.
- F. Awards rendered under this procedure are non-precedential and cannot be cited in any future cases.
- G. Effective June 18, 2007, all grievances that the Company and Union agree to arbitrate must have an arbitrator selected within nine (9) months from the date of such agreement to arbitrate and must be arbitrated within eighteen (18) months of the agreement

date to arbitrate. In the event that the Union and Company mutually agree to arbitrate a case which is arbitrated outside this time limit, the maximum liability involving any back pay from the Company shall be capped at twenty-four (24) months.

- H. The fees and expenses of the arbitrator, as well as the cost of furnishing the hearing room, shall be borne equally by the Company and the Union.

If either party fails to appear before the arbitrator, without satisfactory explanation, that party shall forfeit its rights in connection with the dispute or disputes.

The powers of an arbitrator shall include the authority to render a final and binding decision with respect to any dispute brought before him/her, including the right to modify or reduce or rescind any disciplinary penalty, as defined above, imposed by the Company, but excluding the right to amend, modify or alter the terms of this Agreement.

Individuals who are covered by this Agreement do not have the right to invoke the arbitration procedure on their own initiative. The arbitration procedure can only be invoked by the Company on its behalf or the Union on behalf of the employees.

ARTICLE XXI STRIKES AND LOCKOUTS

1. Neither the Union nor any official of the Union nor any employee will call, sanction, encourage or participate in any strike, sitdown, slowdown, employee demonstration or any other organized or concerted interference with work during the term of this Agreement. Any individual causing or taking part in any action contrary to the provisions of this Section shall be subject to disciplinary action including discharge at the discretion of the Company.

2. In the event that a grievance which has been processed through all of the respective steps of the grievance procedure as set forth in Article XIX remains unsettled, and the Company thereafter refuses to arbitrate the grievance, or if the grievance is not arbitrable under the provisions of Article XX of this Agreement, the Union may call a strike of all the employees whom they represent, but not a sitdown, slowdown, or any other organized or concerted interference with work, nor a strike of any unit smaller than all of the employees they represent. If the Union in the circumstances set forth in the sentence immediately preceding this shall call, sanction or encourage a strike among a group of employees which is smaller than the whole Bargaining Unit, such action shall be in violation of this Article, and the employees participating in such strike will be subject to discharge.

3. Strike Notice

Notwithstanding the above, the Union shall not have the right to strike if the Company has not received written notice of such strike from the Union not less than 24 hours prior to the commencement of such strike and which notice specifies the exhausted grievance(s) over which the strike is being called.

4. The Company shall not "lock out" employees at any time while their grievance remains unsettled and is being processed through any of the respective steps of the grievance procedure set forth in Article XIX. This provision shall not be construed to limit the right of the Company to determine and schedule the work force as it requires nor the right to impose discipline prior to or while a grievance is being processed.

ARTICLE XXII GENERAL PROVISIONS

1. Notification of Discipline

When it becomes necessary to inform an employee of a disciplinary action, the employee will be told that his/her representative will be

present when requested by the employee.

2. Jury Duty or Subpoena Pay

When an employee is called for service as a juror, (whether he/she is assigned to the first, second or third shift) he/she will be paid upon proof of service, the amount of straight time earnings lost by him/her by reason of such service, up to a limit of eight hours per day and forty hours per week.

Similar pay as specified above will be granted to an employee who loses time from work because of his/her appearance in court pursuant to proper subpoena, except when he/she is either a plaintiff or defendant.

3. Bereavement Pay

An hourly paid employee who is absent from work solely because of the death and funeral of his or her spouse, child, stepchild, stepbrother, stepsister, foster child (if living in the employee's home) grandchild, stepgrandchild parent, step-parent, grandparent, stepgrandparent, grandparent-in-law, brother, brother-in-law, sister, sister-in-law, spouse's brother-in-law or sister-in-law, son-in-law, daughter-in-law, mother-in-law, father-in-law, or legal guardian, will be compensated, on the basis of his/her average straight time earnings, for the time lost by him/her from his/her regular schedule by reason of such absence, for three days for each such absence and up to eight hours per day. In the event of death of the employee's spouse, child, parent or stepparent, stepchild, foster child, **grandchild, or legal guardian** an additional two days paid absence (up to eight hours per day) shall be allowed. For the purposes of this provision, a same-sex domestic partner (as that term is defined in the GE Life, Disability and Medical Plan) shall be considered the equivalent of a spouse. This provision shall also apply to the deaths of comparable family members of the same-sex domestic partner.

If the death of anyone identified above occurs prior to the

commencement of a scheduled vacation, an employee will be permitted to reschedule such vacation. An employee will not receive both vacation pay and pay per the above paragraph for the same period of time not worked.

4. Military Duty

An employee with thirty days or more of service credits attending annual encampments of or training duty in the Armed Forces, State or National Guard or U.S. Reserves shall be granted a military pay differential, computed as set forth below, for a period of up to **twenty-one (21)** days of such **annual** military service, during each calendar year. The employee shall be granted service credits for such **the entire** period or portion thereof during which he/she is absent **for such annual military service**. Such military pay differential shall be the amount by which the employee's normal straight time wages, calculated on the basis of a workweek up to a maximum of forty hours, which the employee has lost by virtue of such absence, exceeds any pay received for such absence from the Federal or State Government, recalculated to exclude the Government pay applicable to Saturdays and Sundays. Saturdays and Sundays shall be counted in computing the **twenty-one (21)** day period. Such items as subsistence, rental and travel allowance shall not be included in determining pay received from the Government.

An employee with thirty days or more of service credits who does not exhaust the **twenty-one (21)** calendar day period during the calendar year for his/her annual encampment or training duty and who is required during the same calendar year to attend a weekend period of training shall be granted a military pay differential provided that the **twenty-one (21)** calendar day period of military service in the same calendar year is not exceeded. Such military pay differential shall be the amount by which the employee's normal straight time pay, calculated on the basis of a non-premium workday, up to a maximum of eight hours, which the employee has lost by virtue of such absence, exceeds any pay received for such day or days of absence from the Federal or State Government, recalculated to exclude the Government

pay applicable to Saturdays and Sundays. Saturdays and Sundays shall be counted for the purpose of determining the extent to which the **twenty-one (21)** calendar days of military service have been utilized in the same manner as annual encampment or training duty.

An employee with thirty days or more of service credits, who is called out by the National Guard or the U.S. Reserves to perform temporary emergency duty (other than duty under an order by the President or Congress activating members or units of the Reserves or National Guard) due to fire, flood or domestic civil disturbance, or other such disaster will be paid a military pay differential calculated as described above, for the pay lost by reason of such emergency duty, for a period not to exceed eight weeks in any calendar year, and shall be granted service credits for such absence up to eight weeks.

Employees will be permitted to take a vacation and attend a military encampment at separate times and be granted both a vacation pay allowance and a military pay differential. However, an employee may not receive a vacation pay allowance and a military pay differential for the same period. An employee may, however, receive a military pay differential for the period, if any, by which the time spent in such encampment exceeds such vacation, but not exceeding the maximums specified above.

An employee who has less than thirty days of service credits may also be absent for the reasons and periods set forth above without deduction of service credits for such absence, but shall not be eligible for the military pay differential.

5. Performance Review

Employees who are not at job rate of their classification and are not within the progression schedule will be given a performance review every thirty days.

6. Salaried Employees

Salaried employees will not perform work of the bargaining unit except in (a) cases of emergency, or (b) when instructing employees.

7. Probationary Employees Overtime

A probationary employee will not be placed on the available list for overtime until after his/her second progression step increase (unless the employee is started at less than two steps below job rate, in which case the employee would be placed on the overtime list upon reaching job rate) , at which time he/she will assume the highest number of overtime hours in his/her classification.

8. Sick and Personal Pay

- a. An employee with one or more years of continuous service, absent because of (a) Personal Business, or (b) personal illness for which weekly disability benefits are not payable under the General Electric Insurance Plan, or under Workmen's Compensation, will be paid Sick and Personal Pay for each absence of an hour or longer, up to the number of hours applicable in accordance with the following schedule:

CONTINUOUS SERVICE	MAXIMUM HOURS OF SICK AND PERSONAL PAY EACH CALENDAR YEAR
1 through 14 years	24 Hours
15 through 24 years	32 Hours
25 years and over	40 Hours

Sick and Personal Pay for absences of an hour or longer shall be compensated based on the actual scheduled hours of work during which the employee was absent not to exceed the above maximums based on continuous service.

An employee may seek approval from his/her Manager to utilize Sick and Personal Pay for absences due to an observed holiday or temporary layoff. Management approval, as provided herein, will not be unreasonably withheld. An employee is expected to notify his/her Manager in advance of the absence whenever possible, in order that the Manager may have an opportunity to arrange for a replacement or to reschedule the work.

With respect to the calendar years in which an employee will reach a continuous service anniversary that triggers the attainment of initial or incremental sick and personal pay maximum hours per the schedule herein (i.e., continuous service years 1, 15, and 25), the employee will have available the initial (year one) or incremental (years 15 and 25) hours as of January 1 of that calendar year.

b. Accumulation of Sick and Personal Pay

An employee who has any unused Sick and Personal Pay remaining at the end of a calendar year may elect during the Open Enrollment Period of each year to accumulate such unused Sick and Personal Pay, up to a maximum of two hundred and forty (240) hours, and have such pay carried forward to the following calendar year for use in the event of approved absences. Absent such an election, all unused Sick and Personal Pay attributable to the current year will be paid as an allowance in February at the rates in effect during the pay period including December 31 of the prior calendar year including, if applicable, night shift bonus for employees who are regularly scheduled on a night shift. Notwithstanding anything to the contrary in Section (a), effective 7/1/95, an employee who is otherwise eligible for short term disability benefits under the GE Life, Disability and Medical Plan may be retained at full pay during an extended absence due to illness or injury, to the extent possible, by combining any accumulated pay under this section with Short Term Disability benefits. Such an employee may restore eligibility for Sick and Personal Pay earned and expended

in a given year to the extent such pay was expended for an absence that was later determined to be covered by Short Term Disability or Workers' Compensation Benefits by repaying the net amount of pay received in the same calendar year. If an employee is unable to repay because of hardship, management may approve the employee's request to take time off without pay for subsequent absences which would otherwise qualify for payment of Sick and Personal Pay and are within the eligibility schedule set forth in Section a.

c. Rate of Pay

The rate of pay applicable to absences covered under this Article will be the current normal straight time hourly earnings in effect at the time of the absence including night shift bonus for employees who are regularly scheduled on a night shift.

d. Maximum Hours

(1) The maximum Sick and Personal Pay hours payable for any one day of approved absence will be the number of hours in the employee's established regular daily schedule for the day of absence not to exceed his/her total eligibility.

(2) The maximum hours of Sick and Personal Pay payable to an employee in a calendar year will be the maximum number of sick and personal pay hours based on the employee's continuous service as stated in Section a.

(3) An employee working a regular daily schedule of not less than six (6) hours shall receive Sick and Personal Pay based on his/her regular daily schedule up to the Maximum Hours for which he/she is eligible under the table in Section A.

e. In addition, any unused Sick and Personal Pay up to a maximum of 240 hours carried over from the preceding calendar year, will

be available for payment of approved absences. Such thirty (30) day maximum will be converted to hours on the basis of the employee's established regular daily schedule of work hours (up to a maximum daily rate of eight hours) in effect at the end of such preceding calendar year.

- f. When the hours of an employee's established regular daily schedule are changed to less than six (6) hours per day during the course of a calendar year, the maximum sick and personal pay hours payable to such employee for that calendar year will be adjusted by determining the proportion of the maximum sick and personal pay hours used by the employee prior to such change, (based on the regular daily schedule of work hours in effect before the change) and then reducing by the same proportion the employee's revised maximum hours based on the regular daily schedule of work hours in effect after the change.
- g. When an employee is terminated because of a plant closing or the sale of a business to a successor employer and the successor employer does not have a similar Sick and/or Personal Pay benefit, the employee will receive an allowance in lieu of any unused sick and/or personal hours. Similarly, an allowance in lieu of any unused sick and/or personal hours will be paid if an employee retires, dies, breaks continuity of service due to layoff or is approved for a leave of absence of twelve months or more. Such allowance will be paid the earlier of termination or twelve months following removal from the active payroll.

ARTICLE XXIII ECONOMIC AND CONTRACT ISSUES

This Agreement, including the **2015 Wage Agreement**, and the **2015 Memorandum of Agreement on Employee Benefits**, is in full settlement of all issues which were, or which the Union or the Company had by law the right to make, the subject of collective bargaining in negotiations between the parties preceding the execution of this Agreement. Consequently, it is agreed

that none of such issues shall be subject to collective bargaining before **June 24, 2019**. Nothing in this paragraph shall be construed to prevent the Union from filing grievances during the term of this Agreement.

ARTICLE XXIV JOB AND INCOME SECURITY

1. Definitions

- (a) The terms "plant closing" and "to close a plant" mean the announcement and carrying out of a plan to terminate and discontinue either all Company operations at the Evendale, Ohio plant or those Company operations at the Evendale, Ohio plant which would result in the termination of all employees represented by the Union when these employees do not have displacement rights.

Such terms do not refer to the termination and discontinuance of only part of the Company's operations at the Evendale Plant, except as specifically provided in the paragraph above, nor the termination or discontinuance of all of its former operations coupled with the announced intention to commence there either larger or smaller other operations. Any employees released by such latter changes will be considered as out for lack of work and will be subject to provisions applicable to those on layoff.

Also, such terms do not refer to the transfer or sale of such operations to a successor employer who offers continued employment to Company employees. Company employees who are not offered continued employment by the Company or by the successor employer will be considered as out for lack of work and will be subject to provisions applicable to those on layoff.

- (b) The term "plant closing date" means the day when benefits for and terminations of represented employees begin because of a plant closing.

- (c) The terms "transfer of work," "to transfer work," and "work transfer" mean the discontinuance of ongoing work at the Evendale Plant coupled with the assignment of the same work to a different location, including subcontracting the same work to another employer, if such assignment of work would directly cause a decrease in the number of represented employees performing such work at the Evendale Plant.
- (d) The term "robot" means a programmable, multifunction manipulator designed to move materials, parts, tools or specialized devices through variable programmed motions for the performance of a variety of tasks.
- (e) The term "automated manufacturing machine" means a device for doing work which has programmable controllers (PC), numerical controls (NC), computer numerical controls (CNC) or direct numerical controls (DNC).
- (f) The term "week's pay" as used in this Article XXV, shall be calculated by multiplying the higher of (a) his/her straight-time hourly rate (including any night-shift bonus) which he/she was paid during the last week worked by him/her or (b) his/her straight-time hourly rate (including any night shift bonus) which he/she was paid during the last full calendar week worked by him/her during the calendar year preceding the year in which his/her current layoff began, times the number of hours in the employee's normal work week, up to 40 hours.
- (g) The term "Special Early Retirement Option Offset" shall have the meaning set forth in the GE Pension Plan.

2. Plant Closing

(a) General

- (1) Whenever the Company decides to close the Evendale

Plant, the Company shall give notice of its decision to the Union and the employees concerned. Thereafter, as the Company, in the course of such plant closing, no longer has need for the work then being done by an employee, his/her employment by the Company may be terminated, subject to compliance with the provisions of this Section 2.

- (2) Each employee shall be given at least one week's advance notice of the specific date of his/her termination.

(b) Severance Pay

- (1) An eligible employee whose employment is terminated because of plant closing shall be entitled to Severance Pay in a lump sum, for which he/she is eligible as described below and the full vacation allowance for which he/she might have qualified for the calendar year in which his/her employment is terminated and any other accumulated allowances due him/her, provided that after the announcement of intent to close the plant he/she:
 - (i) continues regularly at work at the closing location until the specific date of his/her termination, or
 - (ii) fails to continue regularly at work until the specific date of his/her termination due to verified personal illness, leave of absence, or layoff.
- (2) An eligible employee will be similarly eligible for severance pay and his/her full vacation allowance if he/she was laid off or was placed on an approved illness or injury absence prior to the Company's announcement of intent to close a plant and continues on layoff, with protected service, or on illness or injury absence with protected service, until the location's plant closing date.
- (3) Also eligible for Severance Pay under this Section 2 (b) are

former employees of a closed location who in the period from 18 months to 12 months prior to the location's plant closing date were laid off and who broke service prior to such date. Except as provided in this paragraph, such former employees are ineligible for any other benefits payable to active employees affected by a plant closing. The payment of Severance Pay as described herein shall not serve to restore service or otherwise affect the benefit status of such former employees.

- (4) Such employee may request that his/her date of termination be advanced so that he/she can accept other employment and management will give due regard to this request.
- (5) Notwithstanding the provisions of this Section 2, an employee who is affected by plant closing may elect, prior to the specific date of his/her termination for plant closing, to be placed on lack of work status. In such event, the employee will be paid benefits under Section 4 below, in lieu of any and all of the benefits set forth in this Section 2.
- (6) Computation of Severance Pay
 - (i) An employee with one or more but less than fifteen years of continuous service will, in accordance with the provisions set forth above, be eligible for Severance Pay computed on the basis of one and one-half week's pay for each of the employee's full years of continuous service plus $\frac{3}{8}$ of a week's pay for each additional three months of continuous service at the time of termination; provided that the amount of the Severance Pay benefit as computed under this paragraph shall be subject to a minimum benefit equal to four weeks pay.
 - (ii) An employee with fifteen or more years of continuous

service will, in accordance with the provisions set forth above, be eligible for Severance Pay computed on the basis of two week's pay for each of the employee's full years of continuous service plus one-half of a week's pay for each additional three months of continuous service at the time of termination.

(7) Deferral Election

An employee who elects to receive Severance Pay in a lump sum may elect to defer payment of half or all of the lump sum until the first month of the year following his/her termination because of a plant closing. Once made, such election will be irrevocable. Payment shall be made to the estate of any employee electing to defer payment under this Section 2(b)(7) if such employee dies before payment has been made.

(c) Employment Assistance Program

To assist employees terminated because of a plant closing to find new jobs and to learn new skills, management will establish an Employment Assistance Program following announcement of a decision to close a plant. The Employment Assistance Program will include job placement assistance and education and retraining assistance.

(1) Job Placement Assistance

(i) Job Placement Assistance will include job counseling as well as job information services. Examples of such services are counseling in job search and interviewing techniques, identification and assessment of skills, and employment application and resume preparation as well as providing employees information on placement opportunities.

- (ii) Union involvement will be encouraged in these activities and management may also use the expertise and resources of public and private agencies in providing these services.
- (iii) One employee representative designated by the Union will each be paid by the Company at their respective rate then prevailing, for approved absences from work up to a total of eight hours per week to work with management in the establishment and operation of the Employment Assistance Program.

(2) Education and Retraining Assistance

- (i) An employee with one or more years of continuous service who is terminated as a result of a plant closing will be eligible to receive Education and Retraining Assistance for courses approved by the Company which contribute to or enhance the employee's ability to obtain other employment provided that the employee begins the approved course within one year following termination. Approved courses will normally be given at schools which are accredited by recognized regional or state accrediting agencies and may include:
 - o Occupational or vocational skill development;
 - o Fundamental reading or numerical skill improvement;
 - o High school diploma or equivalency achievement; and
 - o College level career oriented courses.
- (ii) An employee will be reimbursed up to a maximum of twelve thousand five hundred (\$12,500) for authorized expenses which are incurred within three

years following termination provided a passing grade is received in the course. Authorized expenses include verified tuition, registration and other compulsory fees, costs of necessary books, and other required supplies. However, if tuition or other authorized expenses are covered by government benefits, other employers, or scholarships, the Company reimbursement will not apply to that portion covered by such other plan.

- (iii) An employee who elects to receive benefits under the Income Extension Aid layoff option in lieu of benefits under the Plant Closing section of this Article will not be eligible for Education and Retraining Assistance.

(d) Optional Local Plant Closing Termination Agreement

Because the circumstances in plant closings will vary in terms of employment and timing, as well as other considerations, the Union and management may negotiate a Special Agreement covering the plant closing termination procedure for employees represented by the Union. Any such agreement shall be in writing.

3. Retraining and Readjustment Assistance

(a) Rate Guarantee

An employee whose job is directly eliminated by a transfer of work, the discontinuance of a discrete, unreplaced product line, the introduction of a robot, or the introduction of an automated manufacturing machine shall be paid on any job to which transferred or recalled in the plant at a rate not less than the regular hourly rate of the job eliminated for up to seventy-eight (78) weeks immediately following the original transfer or layoff. In the event that an employee is displaced due to a reduction in

force within six months of the Company's decision to subcontract work that would otherwise have been performed by the employee had it not been subcontracted, and where such decision did not reduce the number of represented employees performing ongoing work at that time, such subsequently displaced employee shall be eligible for rate guarantee under this Section 3(a), effective at the time of displacement.

(b) Special Retirement Bonus

(1) Election

An employee who is age sixty (60) or older with fifteen (15) or more years of continuous service and is assigned to a job classification which the Company has announced is expected to be directly adversely affected by a transfer of work, the discontinuance of a discrete, unreplaced product line, the introduction of a robot, or the introduction of an automated manufacturing machine may elect to be considered for termination with a Special Retirement Bonus. This election shall be made within fifteen (15) days following the Company announcement of its decision involving the transfer of work, the discontinuance of a discrete, unreplaced product line, introduction of a robot, or introduction of an automated manufacturing machine which is expected to result in the elimination of certain jobs.

(2) Procedure

Eligible employees electing this option will be designated by their seniority for a Special Retirement Bonus. A termination under this option will be effective and the Special Retirement Bonus will be paid when a job in the particular job classification to which the eligible employee is assigned is directly eliminated by the previously announced transfer of work, the discontinuance of a discrete, unreplaced product line, introduction of a robot, or

introduction of an automated manufacturing machine, which directly results in a net reduction in the total number of employees working in that same job classification.

(3) Special Payment

This Special Retirement Bonus shall be \$18,000.

(4) Indirect Bonus Eligibility

In the event that the number of eligible employees electing this option is less than the number of employees directly adversely affected by the Company's announced action, opportunities to elect Special Voluntary Layoff Bonus under Section 4(c) shall arise, up to the number of positions directly adversely affected by the transfer of work, the discontinuance of a discrete, unreplaced product line, the introduction of an automated manufacturing machine. To be eligible an employee must be in a classification that is reduced due to displacement as a result of an announced Company action described above, and otherwise meets the criteria established in Section 4(c). Such displacement is hereby deemed to be a reduction of force of indefinite duration.

(c) Optional Local Retraining and Placement Agreement

Whenever the Company announces a transfer of work, the discontinuance of a discrete, unreplaced product line, the introduction of a robot, or the introduction of an automated manufacturing machine, the Local Union and local management may negotiate a Local Retraining and Placement Agreement.

(d) Preferential Placement

(1) Eligibility

An employee: (i) eligible for Severance Pay under Section 2, or (ii) eligible for Income Extension Aid ("IEA") resulting from being displaced and subject to layoff in the immediate chain of displacement resulting when a job is directly eliminated by a transfer of work, the discontinuation of a discrete, unreplaced product line, the introduction of a robot, or the introduction of an automated manufacturing machine, or (iii) who has spent **three (3)** months on protected service due to layoff may elect, prior to the employee's termination for plant closing or layoff per (i) and (ii) above, or after **three (3)** months on protected service due to layoff, and up to thirty (30) days thereafter per (iii) above (except where the laid off employee has elected to receive his IEA in lump sum), to be placed in a Preferential Placement status.

(2) Election Procedure

To elect Preferential Placement the employee shall designate up to **twelve (12)** domestic General Electric Company manufacturing plant, service shop or distribution center locations within the four-year eligibility period on forms provided exclusively by the Company. Effective January 1, 2004, the term "locations" used in the prior sentence shall be construed for the sole purpose of this paragraph to include like locations maintained by GE affiliates participating in the Job and Income Security Plan for Hourly Employees and the Job and Income Security Plan for Nonexempt Employees. This election will not affect an individual's continuity of service. Individuals otherwise eligible for Preferential Placement pursuant to Section (d)(1)(i) and Section (d)(1)(ii) above, and who have made this election, will be placed in Preferential Placement status either: (i) on their designated termination date for plant closing, or (ii) on their layoff date. Individuals eligible for Preferential Placement under Section 3 (d)(1)(iii) and who have made this election, will be placed on Preferential

Placement **after three (3) months on protected service due to layoff.** Individuals otherwise eligible for Preferential Placement pursuant to Section 3(d)(1)(i) or Section 3(d)(1)(ii) above may request, following the conclusion of decision bargaining, that their plant closing or layoff date be advanced in order to assume Preferential Placement and accept Preferential Placement prior to their anticipated plant closing or layoff date. Local management shall give due regard to such request; **provided, however, that employees affected by a plant closing shall have the right to have their plant closing date advanced in order to assume preferential placement and accept placement if their plant closing date has been exceeded by 12 months. If the vacated position must be filled, the Company may utilize temporary services after exhausting the recall list provided, however, no plant closing benefits attributable to the recall will be available.** Locations can be added to the employee's list to reach the **twelve (12)** limit, but no listed locations can be eliminated and replaced or substituted for (even if closed).

(3) Placement Standard

Individuals in Preferential Placement status will be given preference, to the extent practical, over new hires for job openings at the locations designated by them in order of their length of continuity of service when they possess the necessary job qualifications established by the hiring location. The term "necessary job qualifications" shall be applied based on the upgrade standard for jobs above entry level. For entry level jobs in the One Month Progression Schedule the term "necessary job qualifications" shall be the standard a current employee at the location must meet to be placed in the entry level job.

Notwithstanding the preceding paragraph, Preferential Placement candidates applying for entry level positions in

the One Month Progression Schedule with 25 years or more of continuous service shall be provisionally placed in such positions for up to three months. Such candidate must either demonstrate satisfactory progress in performing the entry level duties or perform such duties at a fully satisfactory level by the end of this provisional placement period. Failure to so demonstrate or perform will result in the candidate's removal from provisional placement. The candidate will then continue in Preferential Placement status as if such provisional placement had not occurred. The administrative removal of provisionally placed Preferential Placement candidates shall not be subject to arbitration.

(4) Benefits While in Preferential Placement Status

Except for employees electing Preferential Placement pursuant to Section 3(d)(1)(iii) above, while in Preferential Placement status, an eligible employee will be paid IEA or IEA-type layoff benefits under the procedures set forth in Section 4(b)(1)(I) of this Article up to the amount, as applicable of either; (I) the employee's eligibility for Severance Pay under Section 2(b)(4) of this Article or, (ii) the employee's eligibility for IEA under Section 4(a)(a) of this Article. For those employees affected by a Plant Closing, if at the end of the thirty (30) day period the employee does not elect to participate in Preferential Placement, the amount of Severance Pay available under Section 2, less any amount paid in IEA-type benefits, will be paid in lump sum and the employee will terminate service. Such payments shall be in lieu of any and all other benefits set forth in the applicable Section 2 or Section 3 of this Article, provided, however, that an eligible employee affected by a plant closing may receive reimbursement for authorized expenses incurred pursuant to Section 2(c)(2) respecting courses registered for within one year, and completed within three years, of the employee's scheduled

plant closing date, and an eligible employee electing Preferential Placement from layoff status is eligible to participate in the Individual Development Program. This repayment obligation shall be reduced by the weekly amounts the employee earned under Section 2(b)(4) or Section 4(a)(1) as applicable, based on years of continuous service, for each year of continuous service or seniority previously acquired at the employee's prior work location which the local union has agreed to recognize.

(5) Seniority

Individuals placed or re-employed under this Section 3(d) will have seniority for the purpose of subsequent layoff, recall, upgrading and other seniority purposes at their new location based upon the established seniority procedures and practices at their new location. Once placed through Preferential Placement, an employee will not be eligible for recall to his/her former location except in the event he/she is laid off or terminated by a plant closing at his/her new location. If laid off or terminated due to plant closing at the location at which he/she was placed, recall rights will be reinstated for the remainder of the original recall period.

(6) Relocation Assistance

If an individual who elected Preferential Placement is placed or re-employed under this Section 3(d) within three years from, as applicable, that individual's designated date of termination for plant closing, layoff date, or service break date for those breaking service after twelve (12) months on protected service due to layoff, that employee shall be eligible for reimbursement for substantial reasonable and necessary relocation expenses to the new location up to a maximum of **\$4,500** for individual employees without dependents or **\$9,000** for employees with dependents living in the employee's home (as verified by federal

income tax returns). An eligible individual who has elected Preferential Placement is eligible for reimbursement of documented expenses up to **\$300** per visit incurred for the purpose of attending approved selection procedures established by the designated locations.

(7) Residual Benefits

Except for employees electing Preferential Placement pursuant to Section 3 (d)(1)(iii) above, if an employee who elected Preferential Placement is not placed or re-employed by the Company within one year from that individual's designated date of, as applicable, (i) termination for plant closing or (ii) layoff, that individual will, as appropriate, be deemed either: to have been terminated as of that individual's respective date of termination for plant closing and paid the Severance Pay the individual would have received under Section 2(b)(6) if the Preferential Placement status had not been elected, less any IEA-type benefits paid under 4 of this Section 3(d), or break service and be paid any remaining IEA under Section 4(a)(1), less any IEA benefits paid under paragraph 4 of this Section 3(d). If placed or re-employed from Preferential Placement status, weekly IEA-type or weekly IEA layoff benefits need not be repaid in order to restore eligibility for future layoff benefits based on prior service.

(8) Termination of Preferential Placement Rights at a Selected Location

An individual on Preferential Placement shall administratively forfeit placement opportunities at a selected location for repeated failure to make good faith efforts to respond to opportunities for placement consideration. Examples of such failure include:

- Rejecting an interview or offer of employment
- Failing to respond to a scheduled selection procedure without adequate notice

(9) Termination of Preferential Placement Status

Preferential Placement status will terminate upon the earlier of any of the following occurrences:

- (i) Recall at the work location that gave rise to the Preferential Placement status prior to placement,
- (ii) Placement at a designated Preferential Placement location,
- (iii) Acceptance of a job offer and failure to report as scheduled without satisfactory explanation,
- (iv) Refusal of three preferential placement job offers,
- (v) The lapsing of four years since the election of this status.

(10) *Pay Rates at New Location*

Individuals placed under this Section 3(d) shall be compensated at the rate structure in effect at the new location. Legacy employees placed at a location with competitive wages shall be compensated at the location's legacy rate structure if the placed employee's continuity of service exceeds 25 years. As used herein "legacy" refers to a location's rate structure prior to the adoption of competitive wages or a location's general wage structure if competitive wages have not been adopted.

Individuals placed under this section 3(d) and thereafter laid off within eighteen months may, notwithstanding normal eligibility requirements, elect Preferential Placement.

4. Income Extension Aid.

(a) Computation of Income Extension Aid

(1) An employee with one or more years of continuous service will, in accordance with the provisions hereinafter set forth, have available Income Extension Aid computed on the basis of one week's pay for each of the employee's full years of continuous service plus 1/4 of a week's pay for each additional 3 months of continuous service at the time of layoff. An employee with at least six months but less than one year of continuous service will, in accordance with the provisions hereinafter set forth, have available a total of **four (4)** weeks pay for Income Extension Aid.

(2) If the amount of Income Extension Aid available to any employee as computed in Subsection (a) (1) has been reduced by payments under any of the options below, then, providing he/she has returned to work from layoff, the total amount available as described in Subsection (a) (1) shall be automatically restored. This Subsection (2) shall not apply where payments have been made under Section 4 (b) (1) (iii) or under Plant Closing Section 2 where the employee is rehired within 6 months of termination except, that when an employee makes repayments of benefits paid under such Section 4 (b) (1) (iii) or Section 2, this Subsection (a) (2) shall apply when he/she returns to work with respect to a subsequent layoff.

(3) Minimum Benefit

The amount of the Income Extension Aid benefit as computed under Section 4 (a) (1) shall be subject to a

minimum benefit equal to 4 weeks' pay. An employee laid off while in the process of service restoration under Article XV, Section 2(c) shall qualify for the minimum benefit so long as his/her or her total service credits (including credits not yet restored) equal 12 months.

(b) Benefits Available at Layoff

(1) An eligible employee laid off for lack of work may elect from the following:

(i) The employee, while on layoff from the Company and so long as he/she is unemployed, may elect to receive a weekly payment from the Income Extension Aid payable to him/her, in such amounts and upon such conditions as set forth in this subsection.

Prior to the exhaustion of his/her entitlements to federal and state unemployment compensation benefits, the weekly payment shall be in that amount (if any) which, when added to the total federal and state unemployment compensation benefits received for that week, equals seventy-five percent of his/her weekly pay as defined in Section 1 (f) **for temporary lack of work layoffs and ninety percent of his weekly pay as defined in Section 1 (f) for announced permanent lack of work layoffs**, provided, however, that payment shall be made only if the employee has applied for and received unemployment compensation benefits for that week and only if he/she has provided the Company with satisfactory proof of the total of such benefits received for the week. In the event an employee seeking benefits under this Section 4 is denied unemployment compensation payment in whole or in part, solely because of a disability arising more than

31 days following layoff rendering the employee unable to work, or due to the receipt of public or private retirement income, because of insufficient earnings to establish unemployment compensation eligibility or because unemployment compensation benefits have been exhausted for the base year, that employee shall be entitled to weekly IEA payment as though there had been no such unemployment compensation disqualification.

After exhaustion of his/her entitlements to federal and state unemployment compensation benefits, the weekly payment shall be in that amount which equals seventy-five percent of his/her weekly pay as defined in Section 1(f) **for temporary lack of work layoffs and ninety percent of his weekly pay as defined in Section 1(f) for announced permanent lack of work layoffs.** Payments shall be made only if the employee certifies that he/she is still unemployed and they shall continue only until the full amount for which the employee qualifies under Section 4(a) is paid.

Payments (in such amount and upon such conditions as set forth above) may also be made to an employee on layoff while he/she is unemployed and attending a recognized trade or professional school or training course under the GE Individual Development Program, attendance at which makes him/her ineligible for state or federal unemployment compensation benefits.

- (ii) In any event, at the end of one year on layoff, or upon termination of continuity of service due to voluntary retirement, any balance in the Income Extension Aid available to him/her not therefore paid will be paid in a lump sum to the employee.

- (iii) As a special option, an employee may, with the approval of local management, which approval shall not be unreasonably withheld, elect to receive the total amount of Income Extension Aid and any vacation or other accumulated allowances due, and at the time of such payment, terminate employment and thus forego recall rights.
- (2) Income Extension payments made under Subsections (b) (1) (i) and (ii), above, shall not affect service credits previously accumulated, continuity of service and recall rights. It will not be necessary for an employee to repay any Income Extension Aid payable under said Subsections (b) (1) (i) and (ii) above.
- (3) In the event an employee elects, as provided for in Section 7 (a) of Article XVII, Vacations, of this Agreement with respect to a scheduled shutdown period, to take the time off without pay as though on a temporary layoff, the employee shall not be eligible for Income Extension Aid for that scheduled shutdown period.

c. Special Voluntary Layoff Bonus

Whenever the Company announces an indefinite reduction in force, a Special Voluntary Layoff Bonus opportunity will exist. To be eligible an employee must be age sixty (60) or older, have fifteen (15) years of continuous service, be in a specific job classification directly adversely affected and must have filed a request to be considered at least fifteen (15) days in advance of the announcement of the indefinite reduction in force. To the extent such requests exceed the number of affected jobs in each classification, selection will be on the basis of seniority. Alternatively, in the event that the number of eligible employees electing this option is less than the number of employees directly adversely affected, secondary opportunities, up to the total

number of positions directly adversely affected, shall be available to eligible employees in classifications affected by displacements resulting from the indefinite reduction in force. Employees selected for a Special Voluntary Layoff Bonus must confirm their acceptance immediately following the Company's offer of the Special Voluntary Layoff Bonus. Employees accepting a Special Voluntary Layoff Bonus will receive a lump sum payment of \$18,000 in lieu of any other payment under this Article and will terminate service with the Company.

5. Notice, Bargaining and Information Requirements

This Section sets forth the full obligations of the Company with regard to notice, bargaining with and information to the Union concerning plant closing, work transfer, subcontracting and the installation of robots or automated manufacturing machines.

(a) Plant Closing

(1) Notice

The Company will give notice of its intent to close a manufacturing plant, service shop or distribution center a minimum of one (1) year in advance of the plant closing date to the Union and to employees concerned. Such notice will identify the date when terminations of represented employees because of the plant closing are expected to begin.

(2) Bargaining

If the Union requests decision bargaining within ten (10) working days following a Company notice of intent to close a manufacturing plant, service shop or distribution center, the Company will be available to meet with the Union within five (5) working days of such request and the bargaining period shall continue for up to sixty (60) calendar days from

the date of the Company notice of intent to close the plant unless this period is extended by mutual agreement. The Company will make a decision whether or not to close the plant after this bargaining period.

(3) Information

If information is requested by the Union for bargaining provided for in Section 5(a)(2) of this Article, the Company will promptly make the following information available to the Union for such bargaining. This information will specifically include the express reason(s) for intending to close the plant and, where employment cost is a significant factor, the related wages, payroll allowances and employee benefits expenses of represented employees at the plant intended to be closed. This information will be treated as confidential by the Union.

(b) Transfer of Ongoing Production Work

(1) Notice

The Company will give notice of its intent to transfer ongoing production work a minimum of six (6) months in advance of the effective date of the work transfer to the Union. Such notice will include identification of the work to be transferred, the expected decrease in the number of represented employees as a direct consequence of the transfer of work and the anticipated date of the transfer of work.

(2) Bargaining

If the Union requests decision bargaining within ten (10) working days following a Company notice of intent to transfer ongoing production work, the Company will be available to meet with the Union within five (5) working

days of such request and the bargaining period shall continue for up to sixty (60) calendar days from the date of the Company notice of intent to transfer the work unless the period is extended by mutual agreement. The Company will make a decision whether or not to transfer such work after this bargaining period.

Further, if a Transfer of Work is not completed within eighteen (18) months of the effective date of the transfer, then the Union may request an additional 30 day Decision Bargaining period within (10) calendar days of the original completion date. The Company will be available to meet with the Union within five (5) days of such request. Such bargaining shall focus solely on whether the Union can demonstrate that represented employees can do the remaining work more cost effectively than the location(s) to which the work has been assigned for transfer. The Union must provide a proposal within five (5) calendar days of receipt of cost comparison information requested pursuant to Section 5(B)(3) below. The Company will make a decision whether or not to transfer the remaining work after this bargaining period.

(3) Information

If information is requested by the Union for bargaining provided for in Section 5(b)(2) of this Article, the Company will promptly make the following information available to the Union for such bargaining. The information will specifically include the express reason(s) for intending to transfer the work. Where cost is a significant factor, in the Company's intent to transfer the work, the Company will provide the Union with a cost comparison between the production cost of the work to be transferred and the projected cost to the Company of having the work performed elsewhere. Likewise, the Company will also provide the related wages,

payroll allowances and employee benefits expenses of represented employees for the work intended to be transferred and of their counterparts who would be assigned the work. **For the 30 day bargaining period referenced in 5(b)(2), the Company will provide the Union only with the production cost comparison between the applicable location(s) for the remaining work.** This information will be treated as confidential by the Union.

(c) Transfer of Nonproduction Work

(1) Notice

The Company will give notice of its intent to transfer nonproduction work, or subcontract nonproduction work at the same plant location or elsewhere if such subcontracting of work would directly cause a decrease in the number of represented employees performing such work, a minimum of sixty (60) calendar days in advance of the effective date of the work transfer or subcontracting to the Union. In the case of transfers of work or subcontracting that would directly cause a decrease of more than 50 of represented employees performing such work, the notice period will be six (6) months. Such notice will include identification of the work to be transferred or subcontracted, the expected decrease in the number of represented employees as a direct consequence of the transfer of work or subcontracting and the anticipated date of the transfer of work or subcontracting.

(2) Bargaining

If the Union requests decision bargaining within ten (10) working days following a Company notice of intent to subcontract or transfer nonproduction work, the Company will be available to meet with the Union within five (5)

working days of such request and the bargaining period shall continue for up to forty-five (45) calendar days from the date of the Company notice of intent to subcontract or transfer the work unless this period is extended by mutual agreement. This bargaining period shall continue for up to sixty (60) days instead of forty-five (45) days in cases where the subcontract or transfer of nonproduction work would directly cause a decrease of more than fifty (50) represented employees performing such work. The Company will make a decision whether or not to subcontract or transfer such work after this bargaining period.

(3) Information

If information is requested by the Union for bargaining provided for in Section 5(c)(2) of this Article, the Company will promptly make the following information available to the Union for such bargaining. The information will specifically include the express reason(s) for intending to subcontract or transfer the work. Where cost is a significant factor, in the Company's intent to transfer the work, the Company will provide the Union with a cost comparison between the cost of the nonproduction work to be transferred and the projected cost to the Company of having the work subcontracted or performed elsewhere. Likewise, the Company will also provide the related wages, payroll allowances and employee benefits expenses of represented employees for the work intended to be subcontracted or transferred and of their counterparts who would be assigned the work. This information will be treated as confidential by the Union.

(d) Installation of Robots or Automated Manufacturing Machines

With respect to the installation of robots or automated manufacturing machines, the Company will give a minimum of

sixty (60) days' notice to the Union before the use of a robot or an automated manufacturing machine in a work area. Such notice will include a description of the function of the device, identification of the work involved, the expected decrease in the number of represented employees as a direct consequence of the use of the device and the anticipated date of the use of the device.

(e) **Subcontracting of non-production bargaining unit work**

The Company will notify the Union in writing of its decision to utilize a subcontractor **where non-production work** regularly performed by bargaining unit employees will be done by a subcontractor **at the same plant location or elsewhere** and there is no decrease in the number of represented employees **employed at that time at the plant or facility**. The notice will give a general description of the work and state the express reasons for subcontracting the work.

(f) **Subcontracting of production work**

(1) **Notice.** The Company will give notice to the Union of its intent to subcontract production work (the relocation of work to a subcontractor at the same plant or elsewhere, without a decrease in the number of represented employees who perform such work). Such notice shall include a description of the work, the name and location of the subcontractor(s), the approximate effective date of the subcontracting, and the estimated duration of the subcontracting if it is known. Only notice is required where the subcontracting occurs due to (1) emergency; (2) machine failure; (3) an impact on plant operations by strike, lockout, or Act of God; or (4) concerted refusal of represented employees to perform such work when requested any time in the 30 days preceding the notice.

- (2) **Discussion.** If the Union asks to meet and discuss such subcontracting, the Company will promptly meet and discuss its plans with the Union. However, in no event will the Company be obligated to withhold the effectuation of the proposed subcontracting for more than ten (10) working days from the date of the notification to the Union. The discussion shall focus on 1) the capacity and qualifications of represented employees to do the work slated for subcontracting; 2) the expected duration of such subcontracting (if known at the time); and 3) whether the Union can perform the work more cost effectively. The Company will make a decision on the subcontracting after this discussion period.
- (3) **Information.** If information identified in the subsection is requested by the Union for the discussion provided for in Section 5(E)(2) of this Article, the Company shall provide such information as soon as practicable. Such information shall be limited to : 1) whether there are available qualified employees to do the work slated for subcontracting; 2) the expected duration of such subcontracting; and 3) cost comparisons for doing the work. This information will be treated as confidential by the Union.

6. Job Preservation

Decision Bargaining Guarantee

In the event the Company announces its intention to close a plant under Section 5(a), and following decision bargaining the Company retracts or modifies its announced intention based on a counter-proposal offered by the union to preserve jobs, such preserved jobs shall be excluded from further impact under Section 5(a) for the earlier of three years or

the duration of this Agreement and, in any case, for at least 12 months. In the event the Company announces its intention to transfer Ongoing Production Work under Section 5(b), or transfer Nonproduction Work under Section 5(c) and, following decision bargaining the Company retracts or modifies its announced intention based on a counter-proposal offered by the union to preserve jobs, such preserved jobs shall be excluded from further impact under Section 5(b) and Section 5(c) for the earlier of three years or the duration of this Agreement and, in any case, for at least 18 months. Following the expiration of the Contract, such preserved jobs shall be subject to subsequent announcements of intent and decision bargaining in conformance with Section 5.

7. Vested Rights Under Pension Plant

The receipt of Income Extension Aid, Severance Pay, or a rate guarantee will not affect any rights the employee may have under the Vesting Provision of the Pension Plan.

8. Lump Sum Payments

Service credits previously accumulated, continuity of service and recall rights will be lost upon receipt by the employee of an Income Extension Aid payment in lump sum under Section 4 (b) (1) (iii), special termination payments under this Article, or payment of Severance Pay under the Plant Closing Section 2. However, an employee eligible for such a payment, who is within one year of reaching optional retirement at age 60 under the GE Pension Plan, shall retain such previously accumulated service credits and continuity of service until such employee reaches optional retirement age notwithstanding the receipt of such a payment unless the employee retires before electing optional retirement at age 60.

In the event of a subsequent rehire as a "new" employee within a period of time which does not exceed the length of prior service, service credits, and recall rights previously lost shall be automatically restored provided repayment of the Income Extension Aid is made by the

employee within a reasonable time after rehire. No such repayment, however, shall be required if the rehire date is more than one year from the date of termination which resulted from the election of a lump sum payment under Section 4(b)(1)(iii) or the special termination payments under Section 3(b) or Section 4(c).

Service credits, continuity of service, and recall rights lost at termination upon receipt of payments under Plant Closing Section 2, shall be restored automatically without repayment in the event of subsequent rehire more than 6 months after such termination. An employee who having received payments under Plant Closing Section 2, is rehired 6 months or less after his/her termination and who has made arrangements satisfactory to the Company providing for repayment shall, during such time as he/she is not in default of such arrangements and for the purpose only of layoff and recall, be deemed to possess the service credits, continuity of service, and recall rights to be restored to him/her upon full repayment.

9. Non Duplication

If any part of an employee's continuous service is used as the basis for an actual payment under any of the options of the Income Extension Aid or Severance Pay arrangement, that part of his/her continuous service may not be used again for such purpose, either during that period of layoff or any subsequent period of layoff or plant closing, unless repayment has been made as provided in Section 7, above.

Where an indefinite reduction in force triggers eligibility for benefits under this Article, the designation of individuals who may exercise the benefits under this Article will be based on the integrated order of their seniority so that the number of employees electing benefits does not exceed the net number of positions eliminated.

Employees, eligible for a benefit under this Article either by designation or by election, may exercise only one severance or layoff benefit. Employees who have exercised the Special Early Retirement Option or Plant Closing Pension Option under the Pension Plan shall have the

Special Early Retirement Option Offset deducted from any severance or layoff benefit otherwise due under this Article.

10. Other

The provisions of this Article shall not be applicable where the Company decides to close a plant or layoff an employee because of the Company's inability to secure production, or carry on its operations, as a consequence of a strike, slowdown or other interference with or interruption with work participated in by employees in the plant. However, the operation of this Section shall not affect the rights or benefits already provided hereunder to an employee laid off for lack of work prior to the commencement of any such strike, interference or interruption.

11. A grievance arising under this Article may be processed in accordance with the grievance procedure set forth in Article XXI. However, no matter or controversy concerning the provisions of this Article or the interpretation or application thereof shall be subject to arbitration under the provisions of Article XXII thereof, except by mutual agreement.

ARTICLE XXV DURATION OF AGREEMENT

This Agreement shall be effective as of **June 22, 2015**, between the Company and the Union, and shall continue in full force and effect to and including the **23rd** day of **June, 2019**, and from year to year thereafter unless modified or terminated as hereinafter provided.

ARTICLE XXVI MODIFICATION AND TERMINATION

- (a) If either the Company or the Union desires to modify this Agreement, it shall, not more than ninety (90) days and not less than sixty (60) days prior to **June 23, 2019**, or prior to **June 23** of any subsequent year, so notify the other in writing. Collective bargaining negotiations shall

commence between the parties at an agreed-upon time and place following such notice for the purpose of considering changes in this Agreement. If settlement is not reached by **June 23, 2019** following such notice of modification, this Agreement shall continue in full force and effect until the tenth (10th) day following written notice given by either the Company or the Union of its intention to terminate such Agreement, during which time there shall be no strike or lockout. Such notice of intention to terminate under this subparagraph cannot be given until the expiration date of the Agreement has been reached.

- (b) Either the Company or the Union may terminate this Agreement by written notice to the other not more than ninety (90) days and not less than sixty (60) days prior to **June 23, 2019**, or prior to **June 23** of any subsequent year. Collective bargaining negotiations shall commence between the parties at an agreed-upon time and place following such notice for the purpose of considering the terms of a new agreement.
- (c) If neither notice of termination nor notice of modification is given by either party within the time frames referenced above, the Agreement shall continue in effect from year to year until such notice is given.

Signed this _____ day of _____ 2015.

INTERNATIONAL ASSOCIATION
OF MACHINISTS AND AEROSPACE
WORKERS---LODGE NO. 912 (UO)

GENERAL ELECTRIC
COMPANY

WAGE AGREEMENT

This Wage Agreement is entered into this **22nd** day of June, **2015** between the General Electric Company, for its Plant located in Evendale, Ohio (hereinafter referred to as “Company”) and the International Association of Machinists and Aerospace Workers, for itself and in behalf of its Lodge 912 (UO) (hereinafter referred to as the “Union”).

1. This Wage Agreement shall be in full settlement of all wage issues between the Company and the Union up to and including **June 23, 2019**.

The Company will provide general wage increases as follows:

2. **General Increases**

Effective Date	Increase	ACP Amount
June 22, 2015	See First Accelerated Cash	\$1,500 (First Installment)
January 18, 2016	Payment (ACP)	\$2,000 (Second Installment)
January 23, 2017	\$0.60 per hour applied to rates in effect on January 22, 2017	N/A
January 15, 2018	See Second Accelerated Cash Payment (ACP)	\$2,250
January 14, 2019	See Third Accelerated Cash Payment (ACP)	\$2,250

3. **Cost-of-Living Adjustments**

- a. Cost-of-Living Adjustments shall be effective in the amount of twenty cents (\$0.20) per hour on each of the dates shown below:

Effective Dates

June 27, 2016

June 26, 2017

June 25, 2018

April 22, 2019

- (b) No adjustments shall be made to any pay or benefits as a result of the calculation or re-calculation of the cost-of-living calculation

pursuant to the National Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W; Base 1982-84 = 100), as published by the United States Bureau of Labor Statistics.

4. The wage increases described in 2 and 3 above shall constitute the amount by which each hourly rate shall be increased on the effective date specified in the amount and manner described.
5. Accelerated Cash Payment

Employees shall be eligible to receive lump sum, taxable payments as soon as practicable following the dates as set forth below:

First Accelerated Cash Payment: June 22, 2015 (First Installment) and January 18, 2016 (Second Installment)

Employees eligible for the First Installment of the First Accelerated Cash Payment are those full time employees who are on active payroll as of June 22, 2015, or, who were on active payroll prior to June 22, 2015, and who return to active payroll from layoff without loss of service credits or continuity of service by not later than September 28, 2015, or who were absent due to a Company-approved leave prior to June 22, 2015, and return to active payroll without loss of service or continuity of service by not later than December 28, 2015. If a full time Employee on a Company-approved leave is unable to return to work by December 28, 2015, and the Employee has a right to remain on leave and to reinstatement pursuant to an applicable law or regulation, such Employee shall be eligible for the First Installment of the First Accelerated Cash Payment if the employee returns to active payroll on the next scheduled work day after the expiration of the leave and that return date is not later than June 20, 2016.

Employees eligible for the Second Installment of the First Accelerated Cash Payment are those full time employees who are on active payroll as of June 22, 2015 and on January 18, 2016, or, who were on active payroll prior to June 22, 2015, and who return to active payroll from layoff without loss of service credits or continuity of service by not later

than April 25, 2016, or who are absent due to a Company-approved leave prior to June 22, 2015, and return to active payroll without loss of service credits or continuity of service by not later than July 25, 2016. If a full time Employee on a Company-approved leave is unable to return to work by July 25, 2016, and the Employee has a right to remain on leave and to reinstatement pursuant to an applicable law or regulation, such Employee shall be eligible for the Second Installment of the First Accelerated Cash Payment if the Employee returns to active payroll on the next scheduled work day after the expiration of the leave and that return date is not later than January 22, 2017.

Second Accelerated Cash Payment: January 15, 2018

Employees eligible for the Second Accelerated Cash Payment are those full time employees who are on active payroll as of January 15, 2018, or, who were on active payroll prior to January 15, 2018, and who return to active payroll from layoff without loss of service credits or continuity of service by not later than April 23, 2018, or who are absent due to a Company-approved leave prior to January 15, 2018, and return to active payroll without loss of service credits or continuity of service by not later than July 23, 2018. If a full time Employee on a Company-approved leave is unable to return to work by July 23, 2018, and the Employee has a right to remain on leave and to reinstatement pursuant to an applicable law or regulation, such Employee shall be eligible for the Second Accelerated Cash Payment if the Employee returns to active payroll on the next scheduled work day after the expiration of the leave and that return date is not later than January 13, 2019.

Third Accelerated Cash Payment: January 14, 2019

Employees eligible for the Third Accelerated Cash Payment are those full time employees who are on active payroll as of January 14, 2019, or, who were on active payroll prior to January 14, 2019, and who return to active payroll from layoff without loss of service credits or continuity of service by not later than April 22, 2019, or who are absent due to a Company-approved leave prior to January 14, 2019, and

return to active payroll without loss of service credits or continuity of service by not later than July 23, 2019. If a full time Employee on a Company-approved leave has a right to remain on leave and to reinstatement pursuant to an applicable law or regulation, such Employee shall be eligible for the Third Accelerated Cash Payment if the Employee returns to active payroll on the next scheduled work day after the expiration of the leave and that return date is not later than June 23, 2019.

6. Ratification Bonus

As soon as practicable after July 3, 2015, a Ratification Bonus of \$2,000 (two thousand dollars) will be paid in a lump sum to all eligible employees in the Union.

Employees eligible to receive the Ratification Bonus shall be limited to those individuals within the Union that (A) ratifies the Agreement by July 3, 2015, and (B) who are either (i) on active payroll as of June 22, 2015, or (ii) who were on active payroll prior to June 22, 2015 and, as of June 22, 2015, are on protected work status due to a temporary Lack of Work layoff or a Company-approved leave of absence that began prior to June 22, 2015, including those employees who have a right to remain on leave and are entitled to reinstatement from leave pursuant to an applicable law or regulation. Employees on Long Term Lack of Work layoff status as of June 22, 2015 are not eligible for the Ratification Bonus. Employees who, prior to June 22, 2015, have been terminated from the Company or who have retired are not eligible for the Ratification Bonus.

The Ratification Bonus will be taxable. It will not be treated as creditable compensation or earnings for purposes of the GE Pension Plan, the GE retirement Savings Plan or any other benefit plan or program.

7. The following hourly classifications, job codes, job rate symbols, and equivalent hourly rates are in effect as of **June 22, 2015** and supersede all previous hourly classifications, job codes, job rate symbols and

equivalent rates:

a. Hourly Wage Rates:

JOB RATE SYMBOL	RATE IN EFFECT ON 6/22/2015
P19	32.865
P20	33.665
P21	34.975
P22	36.135
P23	37.130
P24	38.630

b. Hourly Classifications, Job Codes and Job Rate Symbols:

<u>Classification</u>	<u>Job Code</u>	<u>Job Rate Symbol</u>
Water Plant Operator (class III)	E8710	P-22
Stationary Engineer	E8700	P-24

8. Nothing herein contained shall be construed to prevent the Company from changing the job rate of any of the foregoing classifications or eliminating them entirely if conditions so warrant or their content is changed, or of adding new classifications if conditions so warrant, and nothing herein shall be construed to prevent the Union from instituting grievances to adjust inequities in wage rates or to preclude the Union from instituting grievances if the Company changes any rates because of conditions listed above, and it is agreed that the Union may institute grievances as provided in Article XIX on rates of any new classifications provided, however, that the establishment, elimination, or change of a job classification or a wage rate shall not be subject to arbitration.

Signed this _____ day of _____ 2015.

INTERNATIONAL ASSOCIATION
OF MACHINISTS AND AEROSPACE
WORKERS – LODGE NO. 912 (UO)

GENERAL ELECTRIC
COMPANY

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**2015 MEMORANDUM OF AGREEMENT
ON
EMPLOYEE BENEFITS**

**GENERAL ELECTRIC COMPANY
GE AVIATION
AND
LOCAL UNION
IAM LODGE 912 (UO)**

This Memorandum of Agreement entered into between the General Electric Company, GE Aviation (hereinafter referred to as “Company”), and IAM Lodge 912 (UO) (hereinafter referred to as “Union”), shall be applicable to and binding upon the Company, the Union and employees represented by the Union as set forth in Union Recognition provision of the 2015-2019 Collective Bargaining Agreement between the parties.

- I. Year 2015 Benefit Plan Changes as Provided in Appendix B, Attached Hereto**

- II. Incorporation of Benefit Plans**

The company shall continue to make available to employees represented by the union the benefit plans listed below with the changes set forth in Section I above, as they may be amended in accordance with their terms and as they are made available to represented eligible employees. Copies of the applicable revised General Electric Employee Benefits Summary Plan Description and Plan Documents will be given to the Union upon request when available.

- A. GE Life, Disability and Medical Plan**
- B. GE Retiree Medical Plan**
- C. GE Health Benefits for Production Employees**
- D. GE Pension Plan**
- E. GE Retirement Savings Plan**
- F. GE Long Term Disability Income Plan (Hourly)**
- G. GE Personal Accident Insurance Plan**
- H. GE Dependent Life Insurance Plan (Hourly)**
- I. GE Emergency and Family Aid Plan**

- J. GE Individual Development Program
- K. GE Long Term Care Insurance Plan (closed to new entrants)
- L. GE A Plus Life Insurance Plan

- III. The claim of an employee concerning rights under the terms of these listed benefit plans may be processed in accordance with the grievance procedure as set forth in the collective bargaining agreement between the parties but shall not be subject to arbitration except by mutual agreement.
- IV. The company and the Union, having negotiated concerning the subject of employee benefits, each waives the right to require that the other bargain collectively concerning any and all matters relating thereto during the term of this Agreement and agree that there shall be no employee demonstration, strike or lockout in connection with such matters during the term of this Agreement.
- V. Modification and Termination

The Memorandum of Agreement on Employee Benefits may be modified or terminated on the same basis as the 2015-2019 Collective Bargaining Agreement between the Company and the Union.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed to this Agreement by their respective duly authorized representatives this 24th day of June, 2015.

IAM LODGE 912 (UO)

GENERAL ELECTRIC COMPANY
GE AVIATION

Matt Louiso

Mark B. Coad

Ronald B. McKeehan

Travis Ritchie



June 22, 2015

Mr. Matt Louiso
President of the Bargaining Committee
International Association of Machinists
and Aerospace Workers
Lodge No. 912
Post Office Box 62661
Cincinnati, Ohio 45262-0641

Dear Mr. Louiso:

This will confirm our understanding reached during the 2015 contract negotiations that, by mutual agreement between management and the union, two employees may voluntarily trade shifts for a period not to exceed six (6) months, with a minimal period of two (2) weeks.

Very truly yours,

Mark B. Coad

Mark B. Coad, Manager
Union Relations - Evendale