



# ALLISON TRANSMISSION TENTATIVE AGREEMENT

LOCAL 933 • JAN 2024



# ALLISON TRANSMISSION LOCAL 933 MEMBERS CONTRACT SUMMARY JANUARY 2024

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## A MESSAGE TO LOCAL 933 ALLISON TRANSMISSION

On December 1, 2023, the Allison Transmission bargaining unit resoundingly rejected the Company's proposed tentative agreement by a vote of 96% "no." Your vote sent a strong message to the Company that this was not going to be another bargaining year with lame economics and maintaining the unfair tier structure.

We went back to the bargaining table with the Company and made it clear from the outset that we would not bring back a contract that did not:

- End tiers in wages, holidays, and shift premiums and
- Move everyone to top tier on traditional pay (Schedule D) with historic general wage increases

We spent four weeks bargaining with the Company since the "no" vote in the basement of the Crown Plaza Hotel, and day after day the Company insisted that it could not end tiers and that it would not move everyone to top rate on Schedule D. And day after day we insisted that we would not bring a contract back for a vote without those historic improvements.

Right after the New Year we returned to the bargaining table and told the Company that time was up – we needed an agreement by midnight on January 5, 2024, and without it the bargaining unit would walk and shut down the plant. We engaged with the International and its incredible communications team and launched a media blitz to let the local and national community know that we were ready to walk unless we saw the historic gains we were demanding.

At midday on January 5, 2024, the Company blinked – big time. Over the course of two more rounds at the table, we secured the historic agreement set out in this book.

Look, not every contract is perfect. But this one is damn close. You gave us a list of priorities and we checked off nearly every box:

- the end of tiers in wages, holidays, and shift premiums
- movement of all bargaining unit members to Schedule D pay rates
- historic general wage increases
- and so much more, as you will see in this booklet.

And at the last minute, because we wanted to squeeze every last penny, we demanded that no UAW member working at Allison make less than \$20. And because of our strength and solidarity, the Company had no choice but to agree.

Unions are back in business and the UAW is leading the charge – and the proof of that is in this historic contract.

On behalf of the entire and unanimous Bargaining Committee we urge a "yes" vote.

In solidarity,

**George Freeman III**  
Chairman



# Highlights

- ▶ **Additional holiday added: Juneteenth**
- ▶ **Historic wage increases**
- ▶ **\$7,000 Ratification bonus**
- ▶ **Retiree bonus**
- ▶ **Implementation of Hybrid COLA/ Income Protection**
- ▶ **End of wage tiers**
- ▶ **End of shift premium tiers**
- ▶ **Retroactive pay increases to Nov 15, 2023**
- ▶ **Legacy pension increases to \$59.45 by end of contract**
- ▶ **401(k) match increase to 8%**
- ▶ **No increase in health care costs**
- ▶ **Enhancements to vision and dental coverage**
- ▶ **No more mandatory HSA**
- ▶ **PPE improvements**
- ▶ **Job protection enhancements**
- ▶ **End of tiers on SUB pay**
- ▶ **Special Attendance Program improved**
- ▶ **End of tiers regarding flex holidays**
- ▶ **End of tiers on “Exiting the Workplace” benefits**
- ▶ **No production employee will make less than \$20/hr**

## MESSAGE FROM DIRECTOR DAVID GREEN

I want to thank the membership for your patience and support throughout this entire process. Your locally elected bargaining team worked very hard to get the contract that you deserve. They did an amazing job!

A special thank you to Chris McTaggart for his dedication and to Dan Huddleston for stepping up to assist in any way possible.

I feel blessed to be a part of contracts like this that will literally change our members' lives!

In solidarity,

**David Green**  
UAW Region 2B Director

# SIGNIFICANT PROGRESS TO ELIMINATE ALL TIERS

## UPON RATIFICATION:

- **ALL BARGAINING UNIT MEMBERS WILL RECEIVE THE 5%/10% SHIFT PREMIUM PAY**  
Previously Tier 2 were paid \$0.60 as shift premium
- **ALL BARGAINING UNIT MEMBERS WILL RECEIVE A TOTAL OF FIVE (5) FLEX HOLIDAYS**  
Previously Tier 2 received only three (3) flex holidays
- **A SINGLE WAGE SCHEDULE FOR ALL PRODUCTION WORKERS WITH A UNIFIED FOUR-YEAR PROGRESSION**  
Previously the contract had three different wage schedules with only legacy enjoying top rate pay on Schedule D
- **WITH FOUR YEARS SENIORITY, EVERY BARGAINING UNIT MEMBER WILL BE PAID TOP RATE ON TRADITIONAL PAY (SCHEDULE D)**  
Previously Tier 2 were subject to significantly lower top wage rates
- **ALL BARGAINING UNIT MEMBERS WILL BE ELIGIBLE FOR 52 WEEKS OF SUB PAY**  
Previously Tier 2 were entitled to only 26 weeks of SUB pay
- **ALL BARGAINING UNIT MEMBERS WILL BE ENTITLED TO THE “EXITING THE WORKPLACE” BENEFITS**  
Previously Tier 2 received absolutely no Exiting the Workplace benefits: for example, tuition assistance
- **ALL BARGAINING UNIT MEMBERS HIGHERED ON OR AFTER 2/1/2008 WILL RECEIVE 8% 401(k) MATCH**  
Previously Tier 2 received only 6% 401(k) match
- **ALL BARGAINING UNITS WILL BE ELIGIBLE FOR THE PPO HEALTH CARE PLAN**  
Previously those hired after January 1, 2019, were only offered the high deductible and unworkable HSA plan



# HISTORIC WAGE INCREASES

## Production Classification Job Structure and Progression

Schedule D

Code	Classification	Progression				Top Pay Effective Date				
		0-1 Year	1-2 Years	2-3 Years	3-4 Years	11/15/23	9/1/24	9/1/25	9/1/26	9/1/27
137B	Assembler, Skilled	\$20.50	\$22.21	\$25.42	\$28.63	\$31.92	\$32.88	\$33.86	\$34.88	\$35.93
195B	Coordinator/Heat Treat Control	\$22.50	\$24.28	\$27.57	\$30.80	\$34.04	\$35.06	\$36.11	\$37.20	\$38.31
200B	Jobsetter / Coordinator	\$23.00	\$26.01	\$29.02	\$32.03	\$35.04	\$36.09	\$37.17	\$38.29	\$39.44
230B	Fabrication Machining Special	\$21.00	\$22.63	\$25.84	\$29.05	\$32.36	\$33.33	\$34.33	\$35.36	\$36.42
275B	Heat Treat	\$22.50	\$24.28	\$27.57	\$30.80	\$34.04	\$35.06	\$36.11	\$37.20	\$38.31
280B	Manufacturing Support	\$20.00	\$20.45	\$20.90	\$21.34	\$21.79	\$22.44	\$23.12	\$23.81	\$24.52
290B	Inspector, Process Audit	\$20.50	\$23.61	\$26.71	\$29.31	\$31.91	\$32.86	\$33.85	\$34.87	\$35.91
392B	Material Services	\$20.00	\$21.40	\$22.81	\$24.21	\$25.61	\$26.38	\$27.17	\$27.98	\$29.70
393B	Warehouse Services	\$20.00	\$20.45	\$20.90	\$21.34	\$21.79	\$22.44	\$23.12	\$23.81	\$24.52
415B	Oiler	\$20.00	\$21.40	\$22.81	\$24.21	\$25.61	\$26.38	\$27.17	\$27.98	\$29.46
515B	Transmission Repair, Salvage, Rework & Weld	\$22.50	\$26.11	\$30.00	\$32.25	\$34.50	\$35.54	\$36.60	\$37.70	\$38.83
520B	Transmission Rework Mechanic	\$22.00	\$24.56	\$26.81	\$29.44	\$32.07	\$33.03	\$34.02	\$35.04	\$36.09
524B	Transmission Test Mechanic	\$22.00	\$23.28	\$26.06	\$28.83	\$31.98	\$32.94	\$33.93	\$34.95	\$35.99

**\*As of ratification of this 2024 - 2027 Agreement, all employees in the 275B Heat Treat classification will move to 195B Coordinator/Heat Treat Control classification.**

### **NOTE REGARDING LEGACY OILER AND MATERIAL SERVICE**

All 415B Oiler and 392B Material Service bargaining unit members hired before February 1, 2008 currently on Schedule D (Legacy) will receive, in lieu of wage increases, lump-sum payments as follows:

- Upon Ratification** - 14% of Qualified Earnings
- September 2, 2024** - 6% of Qualified Earnings
- September 1, 2025** - 6% of Qualified Earnings
- September 7, 2026** - 6% of Qualified Earnings
- September 6, 2027** - 6% of Qualified Earnings

Qualified Earnings are the total paid during the 52 consecutive

pay periods immediately preceding the date include hourly base wages, overtime, Saturday, Sunday and holiday premium payments, COLA, shift premium, vacation entitlement, holiday pay, seven day operator premium, bereavement pay, jury duty pay, apprentice pay call-in pay, short term military duty pay, back pay awards related to the designated eligibility year.

### **NOTE REGARDING THIRD YEAR EMPLOYEES FORMERLY ON SCHEDULE E**

The employees in classifications formerly on Schedule E, who are in year 2-3 at the time of ratification will go to Top Rate upon completion of their third year in progression.

137B Assembler, Skilled	Current Wage Rate	Upon Ratification	Rate Increase Timing				Upon Ratification	Rate Increase Timing % Change			
			Sep-24	Sep-25	Sep-26	Sep-27		Sep-24	Sep-25	Sep-26	Sep-27
<b>Currently @ 0 - 1 Year Seniority</b>	<b>\$14.72</b>	<b>\$20.50</b>	<b>\$22.21</b>	<b>\$25.42</b>	<b>\$28.63</b>	<b>\$35.93</b>	<b>39.27%</b>	8.34%	14.45%	12.63%	25.48%
Cumulative % Increase from Current Wage Rate		39.3%	50.9%	72.7%	94.5%	144.1%					
<b>Currently @ 1 - 2 Years Seniority</b>	<b>\$16.56</b>	<b>\$22.21</b>	<b>\$25.42</b>	<b>\$28.63</b>	<b>\$34.88</b>	<b>\$35.93</b>	<b>34.12%</b>	14.45%	12.63%	21.83%	3.00%
Cumulative % Increase from Current Wage Rate		34.1%	53.5%	72.9%	110.6%	116.9%					
<b>Currently @ 2 - 3 Years Seniority</b>	<b>\$18.81</b>	<b>\$25.42</b>	<b>\$28.63</b>	<b>\$33.86</b>	<b>\$34.88</b>	<b>\$35.93</b>	<b>35.14%</b>	12.63%	18.28%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		35.1%	52.2%	80.0%	85.4%	91.0%					
<b>Currently @ 3 - 4 Years Seniority</b>	<b>\$21.07</b>	<b>\$28.63</b>	<b>\$32.88</b>	<b>\$33.86</b>	<b>\$34.88</b>	<b>\$35.93</b>	<b>35.88%</b>	14.84%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		35.9%	56.0%	60.7%	65.5%	70.5%					
<b>Currently @ 4 - 5 Years Seniority</b>	<b>\$23.32</b>	<b>\$31.92</b>	<b>\$32.88</b>	<b>\$33.86</b>	<b>\$34.88</b>	<b>\$35.93</b>	<b>36.88%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		36.9%	41.0%	45.2%	49.6%	54.1%					
<b>Currently @ 5 - 6 Years Seniority</b>	<b>\$25.58</b>	<b>\$31.92</b>	<b>\$32.88</b>	<b>\$33.86</b>	<b>\$34.88</b>	<b>\$35.93</b>	<b>24.78%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		24.8%	28.5%	32.4%	36.4%	40.4%					
<b>Currently @ Top Rate 6+ Years Seniority</b>	<b>\$27.83</b>	<b>\$31.92</b>	<b>\$32.88</b>	<b>\$33.86</b>	<b>\$34.88</b>	<b>\$35.93</b>	<b>14.70%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		14.7%	18.1%	21.7%	25.3%	29.1%					
<b>Employees Hired Prior to Feb 1, 2008</b>	<b>\$29.83</b>	<b>\$31.92</b>	<b>\$32.88</b>	<b>\$33.86</b>	<b>\$34.88</b>	<b>\$35.93</b>	<b>7.01%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		7.0%	10.2%	13.5%	16.9%	20.4%					

230B Fabrication Machining Special	Current Wage Rate	Upon Ratification	Rate Increase Timing				Upon Ratification	Rate Increase Timing % Change			
			Sep-24	Sep-25	Sep-26	Sep-27		Sep-24	Sep-25	Sep-26	Sep-27
<b>Currently @ 0 - 1 Year Seniority</b>	<b>\$15.05</b>	<b>\$21.00</b>	<b>\$22.63</b>	<b>\$25.84</b>	<b>\$29.05</b>	<b>\$36.42</b>	<b>39.53%</b>	7.76%	14.18%	12.42%	25.38%
Cumulative % Increase from Current Wage Rate		39.5%	50.4%	71.7%	93.0%	142.0%					
<b>Currently @ 1 - 2 Years Seniority</b>	<b>\$17.25</b>	<b>\$22.63</b>	<b>\$25.84</b>	<b>\$29.05</b>	<b>\$35.36</b>	<b>\$36.42</b>	<b>31.19%</b>	14.18%	12.42%	21.72%	3.00%
Cumulative % Increase from Current Wage Rate		31.2%	49.8%	68.4%	105.0%	111.1%					
<b>Currently @ 2 - 3 Years Seniority</b>	<b>\$19.45</b>	<b>\$25.84</b>	<b>\$29.05</b>	<b>\$34.33</b>	<b>\$35.36</b>	<b>\$36.42</b>	<b>32.85%</b>	12.42%	18.18%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		32.9%	49.4%	76.5%	81.8%	87.3%					
<b>Currently @ 3 - 4 Years Seniority</b>	<b>\$21.65</b>	<b>\$29.05</b>	<b>\$33.33</b>	<b>\$34.33</b>	<b>\$35.36</b>	<b>\$36.42</b>	<b>34.18%</b>	14.74%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		34.2%	54.0%	58.6%	63.3%	68.2%					
<b>Currently @ 4 - 5 Years Seniority</b>	<b>\$23.84</b>	<b>\$32.36</b>	<b>\$33.33</b>	<b>\$34.33</b>	<b>\$35.36</b>	<b>\$36.42</b>	<b>35.74%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		35.7%	39.8%	44.0%	48.3%	52.8%					
<b>Currently @ 5 - 6 Years Seniority</b>	<b>\$26.04</b>	<b>\$32.36</b>	<b>\$33.33</b>	<b>\$34.33</b>	<b>\$35.36</b>	<b>\$36.42</b>	<b>24.27%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		24.3%	28.0%	31.8%	35.8%	39.9%					
<b>Currently @ Top Rate 6+ Years Seniority</b>	<b>\$28.24</b>	<b>\$32.36</b>	<b>\$33.33</b>	<b>\$34.33</b>	<b>\$35.36</b>	<b>\$36.42</b>	<b>14.59%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		14.6%	18.0%	21.6%	25.2%	29.0%					
<b>Employees Hired Prior to Feb 1, 2008</b>	<b>\$30.24</b>	<b>\$32.36</b>	<b>\$33.33</b>	<b>\$34.33</b>	<b>\$35.36</b>	<b>\$36.42</b>	<b>7.01%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		7.0%	10.2%	13.5%	16.9%	20.4%					

200B Jobsetter / Coordinator	Current Wage Rate	Upon Ratification	Rate Increase Timing				Upon Ratification	Rate Increase Timing % Change			
			Sep-24	Sep-25	Sep-26	Sep-27		Sep-24	Sep-25	Sep-26	Sep-27
<b>Currently @ 0 - 1 Year Seniority</b>	<b>\$16.80</b>	<b>\$23.00</b>	<b>\$26.01</b>	<b>\$29.02</b>	<b>\$32.03</b>	<b>\$39.44</b>	<b>36.90%</b>	13.09%	11.57%	10.37%	23.13%
Cumulative % Increase from Current Wage Rate		36.9%	54.8%	72.7%	90.7%	134.7%					
<b>Currently @ 1 - 2 Years Seniority</b>	<b>\$19.31</b>	<b>\$26.01</b>	<b>\$29.02</b>	<b>\$32.03</b>	<b>\$38.29</b>	<b>\$39.44</b>	<b>34.70%</b>	11.57%	10.37%	19.54%	3.00%
Cumulative % Increase from Current Wage Rate		34.7%	50.3%	65.9%	98.3%	104.2%					
<b>Currently @ 2 - 3 Years Seniority</b>	<b>\$21.82</b>	<b>\$29.02</b>	<b>\$32.03</b>	<b>\$37.17</b>	<b>\$38.29</b>	<b>\$39.44</b>	<b>33.00%</b>	10.37%	16.06%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		33.0%	46.8%	70.4%	75.5%	80.7%					
<b>Currently @ 3 - 4 Years Seniority</b>	<b>\$24.33</b>	<b>\$32.03</b>	<b>\$36.09</b>	<b>\$37.17</b>	<b>\$38.29</b>	<b>\$39.44</b>	<b>31.65%</b>	12.68%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		31.6%	48.3%	52.8%	57.4%	62.1%					
<b>Currently @ 4 - 5 Years Seniority</b>	<b>\$26.83</b>	<b>\$35.04</b>	<b>\$36.09</b>	<b>\$37.17</b>	<b>\$38.29</b>	<b>\$39.44</b>	<b>30.60%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		30.6%	34.5%	38.6%	42.7%	47.0%					
<b>Currently @ 5 - 6 Years Seniority</b>	<b>\$29.34</b>	<b>\$35.04</b>	<b>\$36.09</b>	<b>\$37.17</b>	<b>\$38.29</b>	<b>\$39.44</b>	<b>19.43%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		19.4%	23.0%	26.7%	30.5%	34.4%					
<b>Currently @ Top Rate 6+ Years Seniority</b>	<b>\$31.85</b>	<b>\$35.04</b>	<b>\$36.09</b>	<b>\$37.17</b>	<b>\$38.29</b>	<b>\$39.44</b>	<b>10.02%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		10.0%	13.3%	16.7%	20.2%	23.8%					
<b>Employees Hired Prior to Feb 1, 2008</b>	<b>\$31.85</b>	<b>\$35.04</b>	<b>\$36.09</b>	<b>\$37.17</b>	<b>\$38.29</b>	<b>\$39.44</b>	<b>10.02%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		10.0%	13.3%	16.7%	20.2%	23.8%					

524B Transmission Test Mechanic	Current Wage Rate	Upon Ratification	Rate Increase Timing				Upon Ratification	Rate Increase Timing % Change			
			Sep-24	Sep-25	Sep-26	Sep-27		Sep-24	Sep-25	Sep-26	Sep-27
<b>Currently @ 0 - 1 Year Seniority</b>	<b>\$14.72</b>	<b>\$22.00</b>	<b>\$23.28</b>	<b>\$26.06</b>	<b>\$28.83</b>	<b>\$35.99</b>	<b>49.46%</b>	5.81%	11.93%	10.66%	24.84%
Cumulative % Increase from Current Wage Rate		49.5%	58.1%	77.0%	95.9%	144.5%					
<b>Currently @ 1 - 2 Years Seniority</b>	<b>\$16.56</b>	<b>\$23.28</b>	<b>\$26.06</b>	<b>\$28.83</b>	<b>\$34.95</b>	<b>\$35.99</b>	<b>40.56%</b>	11.93%	10.66%	21.20%	3.00%
Cumulative % Increase from Current Wage Rate		40.6%	57.3%	74.1%	111.0%	117.4%					
<b>Currently @ 2 - 3 Years Seniority</b>	<b>\$18.81</b>	<b>\$26.06</b>	<b>\$28.83</b>	<b>\$33.93</b>	<b>\$34.95</b>	<b>\$35.99</b>	<b>38.52%</b>	10.66%	17.67%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		38.5%	53.3%	80.4%	85.8%	91.4%					
<b>Currently @ 3 - 4 Years Seniority</b>	<b>\$21.07</b>	<b>\$28.83</b>	<b>\$32.94</b>	<b>\$33.93</b>	<b>\$34.95</b>	<b>\$35.99</b>	<b>36.84%</b>	14.24%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		36.8%	56.3%	61.0%	65.9%	70.8%					
<b>Currently @ 4 - 5 Years Seniority</b>	<b>\$23.32</b>	<b>\$31.98</b>	<b>\$32.94</b>	<b>\$33.93</b>	<b>\$34.95</b>	<b>\$35.99</b>	<b>37.14%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		37.1%	41.2%	45.5%	49.9%	54.3%					
<b>Currently @ 5 - 6 Years Seniority</b>	<b>\$25.58</b>	<b>\$31.98</b>	<b>\$32.94</b>	<b>\$33.93</b>	<b>\$34.95</b>	<b>\$35.99</b>	<b>25.02%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		25.0%	28.8%	32.6%	36.6%	40.7%					
<b>Currently @ Top Rate 6+ Years Seniority</b>	<b>\$27.83</b>	<b>\$31.98</b>	<b>\$32.94</b>	<b>\$33.93</b>	<b>\$34.95</b>	<b>\$35.99</b>	<b>14.91%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		14.9%	18.4%	21.9%	25.6%	29.3%					
<b>Employees Hired Prior to Feb 1, 2008</b>	<b>\$29.88</b>	<b>\$31.98</b>	<b>\$32.94</b>	<b>\$33.93</b>	<b>\$34.95</b>	<b>\$35.99</b>	<b>7.03%</b>	3.00%	3.00%	3.00%	3.00%
(Nov 14, 2023 Prior Contract Schedule D)		7.0%	10.2%	13.5%	17.0%	20.5%					

195B Coordinator/Heat Treat Control	Current Wage Rate	Upon Ratification	Rate Increase Timing				Upon Ratification	Rate Increase Timing % Change			
			Sep-24	Sep-25	Sep-26	Sep-27		Sep-24	Sep-25	Sep-26	Sep-27
<b>Currently @ 0 - 1 Year Seniority</b>	<b>\$18.35</b>	<b>\$22.50</b>	<b>\$24.28</b>	<b>\$27.57</b>	<b>\$30.80</b>	<b>\$38.31</b>	<b>22.62%</b>	7.93%	13.52%	11.74%	24.38%
Cumulative % Increase from Current Wage Rate		22.6%	32.3%	50.2%	67.9%	108.8%					
<b>Currently @ 1 - 2 Years Seniority</b>	<b>\$21.75</b>	<b>\$24.28</b>	<b>\$27.57</b>	<b>\$30.80</b>	<b>\$37.20</b>	<b>\$38.31</b>	<b>11.65%</b>	13.52%	11.74%	20.75%	3.00%
Cumulative % Increase from Current Wage Rate		11.6%	26.7%	41.6%	71.0%	76.1%					
<b>Currently @ 2 - 3 Years Seniority</b>	<b>\$24.98</b>	<b>\$27.57</b>	<b>\$30.80</b>	<b>\$36.11</b>	<b>\$37.20</b>	<b>\$38.31</b>	<b>10.35%</b>	11.74%	17.24%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		10.4%	23.3%	44.6%	48.9%	53.4%					
<b>Currently @ Top Rate 3+ Years Seniority</b>	<b>\$28.94</b>	<b>\$34.04</b>	<b>\$35.06</b>	<b>\$36.11</b>	<b>\$37.20</b>	<b>\$38.31</b>	<b>17.62%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		17.6%	21.2%	24.8%	28.5%	32.4%					
<b>Employees Hired Prior to Feb 1, 2008</b>	<b>\$30.85</b>	<b>\$34.04</b>	<b>\$35.06</b>	<b>\$36.11</b>	<b>\$37.20</b>	<b>\$38.31</b>	<b>10.34%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		10.3%	13.7%	17.1%	20.6%	24.2%					

275B Heat Treat	Current Wage Rate	Upon Ratification	Rate Increase Timing				Upon Ratification	Rate Increase Timing % Change			
			Sep-24	Sep-25	Sep-26	Sep-27		Sep-24	Sep-25	Sep-26	Sep-27
<b>Currently @ 0 - 1 Year Seniority</b>	<b>\$17.04</b>	<b>\$22.50</b>	<b>\$24.28</b>	<b>\$27.57</b>	<b>\$30.80</b>	<b>\$38.31</b>	<b>32.04%</b>	7.93%	13.52%	11.74%	24.38%
Cumulative % Increase from Current Wage Rate		32.0%	42.5%	61.8%	80.8%	124.8%					
<b>Currently @ 1 - 2 Years Seniority</b>	<b>\$18.70</b>	<b>\$24.28</b>	<b>\$27.57</b>	<b>\$30.80</b>	<b>\$37.20</b>	<b>\$38.31</b>	<b>29.86%</b>	13.52%	11.74%	20.75%	3.00%
Cumulative % Increase from Current Wage Rate		29.9%	47.4%	64.7%	98.9%	104.9%					
<b>Currently @ 2 - 3 Years Seniority</b>	<b>\$20.28</b>	<b>\$27.57</b>	<b>\$30.80</b>	<b>\$36.11</b>	<b>\$37.20</b>	<b>\$38.31</b>	<b>35.93%</b>	11.74%	17.24%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		35.9%	51.9%	78.1%	83.4%	88.9%					
<b>Currently @ Top Rate 3+ Years Seniority</b>	<b>\$22.37</b>	<b>\$34.04</b>	<b>\$35.06</b>	<b>\$36.11</b>	<b>\$37.20</b>	<b>\$38.31</b>	<b>52.17%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		52.2%	56.7%	24.8%	66.3%	71.3%					
<b>Employees Hired Prior to Feb 1, 2008</b>	<b>\$29.70</b>	<b>\$34.04</b>	<b>\$35.06</b>	<b>\$36.11</b>	<b>\$37.20</b>	<b>\$38.31</b>	<b>14.61%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		14.6%	18.1%	17.1%	25.2%	29.0%					

280B Manufacturing Support	Current Wage Rate	Upon Ratification	Rate Increase Timing				Upon Ratification	Rate Increase Timing % Change			
			Sep-24	Sep-25	Sep-26	Sep-27		Sep-24	Sep-25	Sep-26	Sep-27
<b>Currently @ 0 - 1 Year Seniority</b>	<b>\$17.04</b>	<b>\$20.00</b>	<b>\$20.45</b>	<b>\$20.90</b>	<b>\$21.34</b>	<b>\$24.52</b>	<b>17.37%</b>	2.24%	2.19%	2.14%	14.91%
Cumulative % Increase from Current Wage Rate		17.4%	20.0%	22.6%	25.2%	43.9%					
<b>Currently @ 1 - 2 Years Seniority</b>	<b>\$17.60</b>	<b>\$20.45</b>	<b>\$20.90</b>	<b>\$21.34</b>	<b>\$23.81</b>	<b>\$24.52</b>	<b>16.18%</b>	2.19%	2.14%	11.56%	3.00%
Cumulative % Increase from Current Wage Rate		16.2%	18.7%	21.3%	35.3%	39.3%					
<b>Currently @ 2 - 3 Years Seniority</b>	<b>\$18.09</b>	<b>\$20.90</b>	<b>\$21.34</b>	<b>\$23.12</b>	<b>\$23.81</b>	<b>\$24.52</b>	<b>15.51%</b>	2.14%	8.31%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		15.5%	18.0%	27.8%	31.6%	35.6%					
<b>Currently @ Top Rate 3+ Years Seniority</b>	<b>\$18.90</b>	<b>\$21.79</b>	<b>\$22.44</b>	<b>\$23.12</b>	<b>\$23.81</b>	<b>\$24.52</b>	<b>15.29%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		15.3%	18.7%	22.3%	26.0%	29.8%					



290B Inspector, Process Audit	Current Wage Rate	Upon Ratification	Rate Increase Timing				Upon Ratification	Rate Increase Timing % Change			
			Sep-24	Sep-25	Sep-26	Sep-27		Sep-24	Sep-25	Sep-26	Sep-27
<b>Currently @ 0 - 1 Year Seniority</b>	<b>\$17.04</b>	<b>\$20.50</b>	<b>\$23.61</b>	<b>\$26.71</b>	<b>\$29.31</b>	<b>\$35.91</b>	<b>20.31%</b>	15.15%	13.16%	9.72%	22.52%
Cumulative % Increase from Current Wage Rate		20.3%	38.5%	56.8%	72.0%	110.8%					
<b>Currently @ 1 - 2 Years Seniority</b>	<b>\$20.00</b>	<b>\$23.61</b>	<b>\$26.71</b>	<b>\$29.31</b>	<b>\$34.87</b>	<b>\$35.91</b>	<b>18.03%</b>	13.16%	9.72%	18.95%	3.00%
Cumulative % Increase from Current Wage Rate		18.0%	33.6%	46.6%	74.3%	79.6%					
<b>Currently @ 2 - 3 Years Seniority</b>	<b>\$22.84</b>	<b>\$26.71</b>	<b>\$29.31</b>	<b>\$33.85</b>	<b>\$34.87</b>	<b>\$35.91</b>	<b>16.96%</b>	9.72%	15.49%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		17.0%	28.3%	48.2%	52.7%	57.2%					
<b>Currently @ Top Rate 3+ Years Seniority</b>	<b>\$26.33</b>	<b>\$31.91</b>	<b>\$32.86</b>	<b>\$33.85</b>	<b>\$34.87</b>	<b>\$35.91</b>	<b>21.18%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		21.2%	24.8%	28.6%	32.4%	36.4%					
<b>Employees Hired Prior to Feb 1, 2008</b>	<b>\$29.82</b>	<b>\$31.91</b>	<b>\$32.86</b>	<b>\$33.85</b>	<b>\$34.87</b>	<b>\$35.91</b>	<b>7.00%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		7.0%	10.2%	13.5%	16.9%	20.4%					

392B Material Services	Current Wage Rate	Upon Ratification	Rate Increase Timing				Upon Ratification	Rate Increase Timing % Change			
			Sep-24	Sep-25	Sep-26	Sep-27		Sep-24	Sep-25	Sep-26	Sep-27
<b>Currently @ 0 - 1 Year Seniority</b>	<b>\$17.04</b>	<b>\$20.00</b>	<b>\$21.40</b>	<b>\$22.81</b>	<b>\$24.21</b>	<b>\$29.70</b>	<b>17.37%</b>	7.01%	6.55%	6.15%	22.69%
Cumulative % Increase from Current Wage Rate		17.4%	25.6%	33.8%	42.1%	74.3%					
<b>Currently @ 1 - 2 Years Seniority</b>	<b>\$18.70</b>	<b>\$21.40</b>	<b>\$22.81</b>	<b>\$24.21</b>	<b>\$27.98</b>	<b>\$29.70</b>	<b>14.45%</b>	6.55%	6.15%	15.60%	6.13%
Cumulative % Increase from Current Wage Rate		14.5%	22.0%	29.5%	49.7%	58.8%					
<b>Currently @ 2 - 3 Years Seniority</b>	<b>\$20.28</b>	<b>\$22.81</b>	<b>\$24.21</b>	<b>\$27.17</b>	<b>\$27.98</b>	<b>\$29.70</b>	<b>12.45%</b>	6.15%	12.24%	3.00%	6.13%
Cumulative % Increase from Current Wage Rate		12.5%	19.4%	34.0%	38.0%	46.4%					
<b>Currently @ 3 - 4 Years Seniority</b>	<b>\$21.33</b>	<b>\$24.21</b>	<b>\$26.38</b>	<b>\$27.17</b>	<b>\$27.98</b>	<b>\$29.70</b>	<b>13.52%</b>	8.97%	3.00%	3.00%	6.13%
Cumulative % Increase from Current Wage Rate		13.5%	23.7%	27.4%	31.2%	39.3%					
<b>Currently @ Top Rate 3+ Years Seniority</b>	<b>\$22.37</b>	<b>\$25.61</b>	<b>\$26.38</b>	<b>\$27.17</b>	<b>\$27.98</b>	<b>\$29.70</b>	<b>14.48%</b>	3.00%	3.00%	3.00%	6.13%
Cumulative % Increase from Current Wage Rate		14.5%	17.9%	21.5%	25.1%	32.8%					

393B Warehouse Services	Current Wage Rate	Upon Ratification	Rate Increase Timing				Upon Ratification	Rate Increase Timing % Change			
			Sep-24	Sep-25	Sep-26	Sep-27		Sep-24	Sep-25	Sep-26	Sep-27
<b>Currently @ 0 - 1 Year Seniority</b>	<b>\$17.04</b>	<b>\$20.00</b>	<b>\$20.45</b>	<b>\$20.90</b>	<b>\$21.34</b>	<b>\$24.52</b>	<b>17.37%</b>	2.24%	2.19%	2.14%	14.91%
Cumulative % Increase from Current Wage Rate		17.4%	20.0%	22.6%	25.2%	43.9%					
<b>Currently @ 1 - 2 Years Seniority</b>	<b>\$17.56</b>	<b>\$20.45</b>	<b>\$20.90</b>	<b>\$21.34</b>	<b>\$23.81</b>	<b>\$24.52</b>	<b>16.44%</b>	2.19%	2.14%	11.56%	3.00%
Cumulative % Increase from Current Wage Rate		16.4%	19.0%	21.5%	35.6%	39.7%					
<b>Currently @ 2 - 3 Years Seniority</b>	<b>\$18.01</b>	<b>\$20.90</b>	<b>\$21.34</b>	<b>\$23.12</b>	<b>\$23.81</b>	<b>\$24.52</b>	<b>16.02%</b>	2.14%	8.31%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		16.0%	18.5%	28.4%	32.2%	36.2%					
<b>Currently @ 3 - 4 Years Seniority</b>	<b>\$18.40</b>	<b>\$21.34</b>	<b>\$22.44</b>	<b>\$23.12</b>	<b>\$23.81</b>	<b>\$24.52</b>	<b>16.02%</b>	5.16%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		16.0%	22.0%	25.7%	29.4%	33.3%					
<b>Currently @ Top Rate 3+ Years Seniority</b>	<b>\$18.78</b>	<b>\$21.79</b>	<b>\$22.44</b>	<b>\$23.12</b>	<b>\$23.81</b>	<b>\$24.52</b>	<b>16.03%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		16.0%	19.5%	23.1%	26.8%	30.6%					

415B Oiler	Current Wage Rate	Upon Ratification	Rate Increase Timing				Upon Ratification	Rate Increase Timing % Change			
			Sep-24	Sep-25	Sep-26	Sep-27		Sep-24	Sep-25	Sep-26	Sep-27
<b>Currently @ 0 - 1 Year Seniority</b>	<b>\$17.04</b>	<b>\$20.00</b>	<b>\$21.40</b>	<b>\$22.81</b>	<b>\$24.21</b>	<b>\$29.46</b>	<b>17.37%</b>	7.01%	6.55%	6.15%	21.70%
Cumulative % Increase from Current Wage Rate		17.4%	25.6%	33.8%	42.1%	72.9%					
<b>Currently @ 1 - 2 Years Seniority</b>	<b>\$18.70</b>	<b>\$21.40</b>	<b>\$22.81</b>	<b>\$24.21</b>	<b>\$27.98</b>	<b>\$29.46</b>	<b>14.45%</b>	6.55%	6.15%	15.60%	5.27%
Cumulative % Increase from Current Wage Rate		14.5%	22.0%	29.5%	49.7%	57.5%					
<b>Currently @ 2 - 3 Years Seniority</b>	<b>\$20.28</b>	<b>\$22.81</b>	<b>\$24.21</b>	<b>\$27.17</b>	<b>\$27.98</b>	<b>\$29.46</b>	<b>12.45%</b>	6.15%	12.24%	3.00%	5.27%
Cumulative % Increase from Current Wage Rate		12.5%	19.4%	34.0%	38.0%	45.3%					
<b>Currently @ 3 - 4 Years Seniority</b>	<b>\$21.33</b>	<b>\$24.21</b>	<b>\$26.38</b>	<b>\$27.17</b>	<b>\$27.98</b>	<b>\$29.46</b>	<b>13.52%</b>	8.97%	3.00%	3.00%	5.27%
Cumulative % Increase from Current Wage Rate		13.5%	23.7%	27.4%	31.2%	38.1%					
<b>Currently @ Top Rate 3+ Years Seniority</b>	<b>\$22.37</b>	<b>\$25.61</b>	<b>\$26.38</b>	<b>\$27.17</b>	<b>\$27.98</b>	<b>\$29.46</b>	<b>14.48%</b>	3.00%	3.00%	3.00%	5.27%
Cumulative % Increase from Current Wage Rate		14.5%	17.9%	21.5%	25.1%	31.7%					

515B Transmission Repair, Salvage, Rework & Weld	Current Wage Rate	Upon Ratification	Rate Increase Timing				Upon Ratification	Rate Increase Timing % Change			
			Sep-24	Sep-25	Sep-26	Sep-27		Sep-24	Sep-25	Sep-26	Sep-27
<b>Currently @ 0 - 1 Year Seniority</b>	<b>\$20.03</b>	<b>\$22.50</b>	<b>\$26.11</b>	<b>\$30.00</b>	<b>\$32.25</b>	<b>\$38.83</b>	<b>12.33%</b>	16.06%	14.87%	7.51%	20.41%
Cumulative % Increase from Current Wage Rate		12.3%	30.4%	49.8%	61.0%	93.9%					
<b>Currently @ 1 - 2 Years Seniority</b>	<b>\$23.74</b>	<b>\$26.11</b>	<b>\$30.00</b>	<b>\$32.25</b>	<b>\$37.70</b>	<b>\$38.83</b>	<b>10.00%</b>	14.87%	7.51%	16.90%	3.00%
Cumulative % Increase from Current Wage Rate		10.0%	26.4%	35.8%	58.8%	63.6%					
<b>Currently @ 2 - 3 Years Seniority</b>	<b>\$27.27</b>	<b>\$30.00</b>	<b>\$32.25</b>	<b>\$36.60</b>	<b>\$37.70</b>	<b>\$38.83</b>	<b>10.00%</b>	7.51%	13.50%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		10.0%	18.3%	34.2%	38.2%	42.4%					
<b>Currently @ 3 - 4 Years Seniority</b>	<b>\$29.43</b>	<b>\$32.25</b>	<b>\$35.54</b>	<b>\$36.60</b>	<b>\$37.70</b>	<b>\$38.83</b>	<b>9.58%</b>	10.19%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		9.6%	20.7%	24.4%	28.1%	31.9%					
<b>Currently @ Top Rate 3+ Years Seniority</b>	<b>\$31.59</b>	<b>\$34.50</b>	<b>\$35.54</b>	<b>\$36.60</b>	<b>\$37.70</b>	<b>\$38.83</b>	<b>9.21%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		9.2%	12.5%	15.9%	19.3%	22.9%					
<b>Employees Hired Prior to Feb 1, 2008</b>	<b>\$31.59</b>	<b>\$34.50</b>	<b>\$35.54</b>	<b>\$36.60</b>	<b>\$37.70</b>	<b>\$38.83</b>	<b>9.21%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		9.2%	12.5%	15.9%	19.3%	22.9%					

520B Transmission Rework Mechanic	Current Wage Rate	Upon Ratification	Rate Increase Timing				Upon Ratification	Rate Increase Timing % Change			
			Sep-24	Sep-25	Sep-26	Sep-27		Sep-24	Sep-25	Sep-26	Sep-27
<b>Currently @ 0 - 1 Year Seniority</b>	<b>\$17.53</b>	<b>\$22.00</b>	<b>\$24.56</b>	<b>\$26.81</b>	<b>\$29.44</b>	<b>\$36.09</b>	<b>25.50%</b>	11.64%	9.17%	9.80%	22.59%
Cumulative % Increase from Current Wage Rate		25.5%	40.1%	53.0%	67.9%	105.9%					
<b>Currently @ 1 - 2 Years Seniority</b>	<b>\$20.76</b>	<b>\$24.56</b>	<b>\$26.81</b>	<b>\$29.44</b>	<b>\$35.04</b>	<b>\$36.09</b>	<b>18.30%</b>	9.17%	9.80%	19.02%	3.00%
Cumulative % Increase from Current Wage Rate		18.3%	29.2%	41.8%	68.8%	73.9%					
<b>Currently @ 2 - 3 Years Seniority</b>	<b>\$23.86</b>	<b>\$26.81</b>	<b>\$29.44</b>	<b>\$34.02</b>	<b>\$35.04</b>	<b>\$36.09</b>	<b>12.38%</b>	9.80%	15.56%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		12.4%	23.4%	42.6%	46.9%	51.3%					
<b>Currently @ Top Rate 3+ Years Seniority</b>	<b>\$27.63</b>	<b>\$32.07</b>	<b>\$33.03</b>	<b>\$34.02</b>	<b>\$35.04</b>	<b>\$36.09</b>	<b>16.06%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		16.1%	19.5%	23.1%	26.8%	30.6%					
<b>Employees Hired Prior to Feb 1, 2008</b>	<b>\$29.97</b>	<b>\$32.07</b>	<b>\$33.03</b>	<b>\$34.02</b>	<b>\$35.04</b>	<b>\$36.09</b>	<b>7.00%</b>	3.00%	3.00%	3.00%	3.00%
Cumulative % Increase from Current Wage Rate		7.0%	10.2%	13.5%	16.9%	20.4%					

# WAGE SCHEDULE (Skilled Trades)

## Skilled Trades Job Structure & Wage Rates Skilled Trades Classifications

Schedule D

Code	Classification	Wage Rate Effective Date				
		10% Increase	3% Increase	3% Increase	3% Increase	2% Increase
		11/15/23	9/1/24	9/1/25	9/1/26	9/1/27
153J	Auto, Truck & Trailer Repair Mechanic	\$44.12	\$45.44	\$46.81	\$48.21	\$49.18
180J	Carpenter	\$44.12	\$45.44	\$46.81	\$48.21	\$49.18
223J	Electrician	\$44.53	\$45.86	\$47.24	\$48.66	\$49.63
226J	Exp. Transmission Mechanic	\$44.36	\$45.69	\$47.06	\$48.48	\$49.45
387J	Machine Repair	\$44.53	\$45.86	\$47.24	\$48.66	\$49.63
429J	Pipefitter	\$44.12	\$45.44	\$46.81	\$48.21	\$49.18
447J	Refrigeration & AC Maintenance	\$44.53	\$45.86	\$47.24	\$48.66	\$49.63
493J	Stationary Engineer PHSE	\$44.53	\$45.86	\$47.24	\$48.66	\$49.63
512J	Tool & Die Maker	\$44.68	\$46.02	\$47.40	\$48.83	\$49.80
581J	Millwright Welder	\$44.12	\$45.44	\$46.81	\$48.21	\$49.18

See MOU Journeyman Hiring Standards regarding Journeyman in Training (JIT) wage rates.

# SKILLED TRADES

## ACROSS THE BOARD IMPROVEMENTS

### CLASSIFICATIONS

- No combination or elimination of Skilled Trades classifications are in the agreement. Management was talking about an Advanced Maintenance Technician (AMT), which they presented as an all-in-one electrical and mechanical super trade. Management was informed we were open to discussion of work rules to address competitiveness to maintain and gain work, but we had no interest in any combination of classifications. Management repeatedly became animated with presentations of doom and gloom for failing and closed facilities that follow our model. We stood firm and told management we didn't want to hear any of it.

### SUBCONTRACTING

- Overall, the subcontracting language is much improved with the clarification and definition of overly broad terms, which management has used to move the goal posts over the years. The improved language will invalidate management's historical position in most subcontracting grievances in a huge win for the membership. At one point management told us their previous subcontracting proposal was already past their final offer for subcontracting. We came back and pushed them two more times, with them giving up ground both times.
- Document 99 has been eliminated and much of the damage from management's unilateral implementation has been repaired. Remaining items have been consolidated into Document 97. The yearslong battle over Document 99 was brought to a close with a win.
- The single worst line in the subcontracting language responsible for more damage than the rest combined has been improved and clarified. "Major building infrastructure maintenance" has been at the core of management's position in most subcontracting grievances.

- The word maintenance has been replaced with installation/replacement, which excludes a whole subset of work from this subcontracting provision in a win for the membership.
- Management's position for years and through most of this process was "infrastructure" is basically everything besides the machines sitting on the concrete. This vague and overly broad language now has a clearer definition, including exclusions favorable to the Union, delivering a win for the membership.
- The term major is defined as building structural components and project work greater than 1,440 hours. This is equivalent to a six-person crew working for six weeks. The first win is there and is now an objective measure to resolve disputes/grievances. Gone are the days of management calling one- and two-week jobs major. This number is significantly higher than where management wanted to be for the second win. This is more than double the point at which management told us, "You have secured work and a landmark deal that no one has. You should be proud to present this to your membership, and they should be thrilled with it."
- The open-ended "non-skilled work" line has been replaced with an exhaustive list. Management will no longer be able to use their flawed and subjective judgement to remove work from the bargaining unit, which delivers a win for the membership.
- There are tweaks, removals, and additions to individual scope items in Document 97.

### JOB SECURITY

- Skilled Trades' committees were clarified in name and function with additional language added to drive improvements and current functions. Currently the language references a "Skilled Trades

and Apprentice Committee” and an “Apprentice Committee.” Management has maintained for years there is only one committee, and we have finally won that battle.

- There have been numerous disagreements and outright confrontations with Management for years about what constitutes a Journeyperson. The lowering of skills and standards results in lower standards of living. Diluting the workforce with lower quality and lower skill labor is one of the top tactics in management Union busting playbooks. Many of the new provisions are designed to place limitations upon “Management’s Rights” while empowering the Union.
- Language was added creating a process to define, detail and capture the skills of a Journeyperson in a way management cannot unilaterally change. The Allison-UAW Skilled Trade Committee will adopt Journeyperson training matrices for each trade by mutual agreement, which are then made part of the agreement. Our skillset is what sets us apart as Skilled Trades. This is entirely new language. It limits “Management Rights” and empowers the Union.
- Language was added to establish a Standard Training Plan for Journeypersons. We have heard plenty of complaints about management cherry-picking for training opportunities or straight up refusing to provide any opportunities. We have responded to those complaints. The Allison-UAW Skilled Trades Committee will adopt a Standardized Training Plan. Numerous times throughout the bargaining process in different committees and topics management’s written response was, “Management will decide what training is necessary for its employees.” This is entirely new language. It limits “Management Rights” and empowers the Union. Management can always go above and beyond standards, but now they have to come to the Union to change the floor.
- The new Standard Training Plan language also includes key provisions to improve long-term job security. The terms up-skilling, re-skilling, skill enhancements, and

continuing enhancement opportunities for Journeypersons are forward looking to ensure we can gain and retain work.

- An objective process and standard are applied to management’s subjective hiring process. We heard your repeated concerns management is hiring Journeypersons without true Journeyperson skills, and we have responded. The Allison-UAW Skilled Trades Committee will adopt an interview questionnaire based upon a weighted list of key skills. Management has agreed not to hire interviewed candidates below an acceptable level. The Union will be able to review a candidate’s qualifications before they are hired, and not simply be provided with those “qualifications” after the fact. This is entirely new language. It limits “Management Rights” and empowers the Union.
- A process has been established to review requests for specialized tools and equipment. We have heard your repeated concerns about not having the proper tools to do the job. We have responded with a process for these requests to be reviewed by the Allison-UAW Skilled Trades Committee. This is entirely new language. Currently the Union has no formal involvement in the process. The Union’s presence will ensure these requests are properly reviewed and considered.
- Provisions of the apprenticeship language duplicated in both the contract and Standards of Apprenticeship have been removed. There is no direct result of this action. The Standards of Apprentice remain in effect and are incorporated into the Agreement under the provisions of Paragraph (122). The indirect result is the removed provisions could be changed with mutual agreement in the future.
  - Management pushed hard on completely removing the apprenticeship hours requirement and completely moving to a competency-based program. Philosophically we agree with a detailed approach to the identification and tracking of skills, and development work was underway before the start of negotiations. There

was alignment on the vast majority of improvements to the program, but we remained opposed to moving away from an hours-based program. All the areas of alignment can be done within or overlaid on top of the existing program. Fundamentally we want more training not less, and some of management's thought process had the appearance of rushing someone through the program. In the end, we agreed to continue discussion and evaluation of the program. This olive branch allowed movement on the other important items in the proposal.

- The pathways to Journeyperson status have been updated to language used by the International UAW Skilled Trades Department. This department determines eligibility and issues J-Cards for the Union.
- A Journeyperson in Training (JIT) program is established. New Skilled Trades employees will be assessed against mutually agreed upon standards, and an individual training plan will be developed. The goal is to set our new members up for success, while placing some guard rails on management's hiring decisions.

## MANPOWER

- Skilled Trades attrition language has been adopted. We have seen and heard your concerns about manpower levels. During the process we shared our proposal with the International UAW Skilled Trades Department for feedback, and we were told if you can get that done you will have some of the best attrition language we have seen. Well, we did exactly that, and delivered some of the best attrition language in the country for this membership. The language essentially provides one-to-one attrition for the life of the agreement.
  - There are two components to the attrition language. First, a rolling average will be maintained of when Journeypersons retire, which is currently age sixty-six (66). When a Journeyperson reaches an age of four (4) years prior to the average, currently age sixty-two (62), the addition of an apprentice to the same trade will be reviewed with the

Union during management's budget process for the following year. Second, when a Journeyperson separates from the company a requisition will be immediately generated for an apprentice or a Journeyperson in case of immediate need. The second attrition provision will address unexpected situations, and also serves as a backstop to the first.

- The significance of the words "to the same trade" cannot be overstated. We have seen the devastation management can bring to a trade through attrition. Their intent to continue this trend was clear, and these simple words were one of the most contentious provisions in this language. We refused to allow this to continue.
- Management will increase the current number of apprentices to twenty-five (25) and then plan to retain at least fifteen (15) apprentices over the life of the agreement. While we would have preferred the second provision to be stronger, it is overshadowed by massive wins in the other manpower language. The addition of the words "at least" is a win itself, as management has previously taken the position the current language expresses a maximum number of apprentices not a minimum.
- Management must get agreement from the Union to depart from these manpower commitments. This was a huge and hard-fought battle we won. Management wants the flexibility to make business decisions, and they fiercely oppose any infringement of "Management Rights." We stood firm on two simple points. First, our membership is tired of empty promises, and they want to see solid commitments. Second, it is time for management to treat us as partners and not an obstacle to be avoided and worked around.

## NEW TECHNOLOGY

- The introduction of new technology (artificial intelligence, additive manufacturing, 3D printing, etc.) will not serve as the basis for a layoff or change the assignment of work from the

Bargaining Unit and/or classification. This is a huge win for us with the advances in technology that have already begun with significantly more to come in the future.

## **LINES OF DEMARCATION**

- A Lines of Demarcation Committee consisting of members from each trade is established to provide recommendations to the Allison-UAW Skilled Trades Committee. The Lines of Demarcation Committee will assist with the creation of a Lines of Demarcation Handbook for publication.
- Lines of Demarcation addressed by the Agreement
  - All Skilled Trades classifications may operate equipment to move material. Specialty rigging, unusual circumstances, and working with subcontracted crane operators are Millwright-Welder work.
  - Job assignments are to be decided by the nature of the work and not the materials such as round vs square pipe/tube.
    - Round handles, handrails, bollards, and all ornamental iron are Millwright-Welder work.
  - Pipefitters are able to weld items traditionally associated with the trade.
  - Stationary Engineers and Auto Truck and Trailer Mechanics are able to weld for minor items traditionally belonging to their trade. Structural or significant welding work taking more than one hour is Millwright-Welder work.
  - “Four walls” rule extended for Stationary Engineers to include waste treatment, skim basin, 200k pump house, and 400k pump house.
  - Machine Repair able to complete basic machining tasks up to one (1) hour.
  - MSTs may transport material with exceptions for Health and Safety.

## **OVERTIME**

- Skilled Trades overtime lists will no longer be frozen during periods of temporary layoffs. There were many temporary layoffs due to COVID, which caused the

overtime lists to not be updated for weeks or months. The same people were at the top and bottom of the list for an extended period of time. We heard your extensive complaints about this process at the time, and we have ensured there will be a fair distribution of overtime in the future under similar circumstances.

- Management pushed hard for more mandatory overtime, which we strongly rejected. Management wanted the ability to force individuals to work overtime any day after running the list. We did not want to hear any of it.

## **APPENDIX C (“150”) TRANSFERS**

- Open 150 transfers will be honored before a new hire Skilled Trades employee is corralled, instead of delaying the seniority employee’s rights.
- An employee who is moved by management under the terms of the agreement after their 150 transfer is honored will have their transfer rights restored immediately.

## **CONTINUOUS OPERATIONS**

- Employees on Continuous Operations schedules will now receive holiday pay when such holidays fall on a regularly scheduled workday. Instead of the current double time plus one half (2.5) rate with no holiday pay, these employees will receive double time (2.0) rate plus eight (8) hours of holiday pay. As a result, these employees will be able to defer the holiday pay to eight (8) hours of additional time off like everyone else. We have received and heard these employees’ demands to be able to earn additional time off, and we have delivered. Additionally, this results in a total of twenty-four (24) straight-time hours of compensation for an eight (8) hour shift instead of the current total of twenty (20) straight-time hours. More time off, more compensation, and another step towards groups not being treated differently are all wins.

# SIGNIFICANT IMPROVEMENTS IN PRODUCTION

## PRODUCTION

- All production employees will move to the Traditional Pay scale (Schedule D) with a 4-year progression to top rate of pay.
- No production employee will make less than \$20 per hour starting rate.
- Changes to Shift Preferences: Each Plant is stand alone for current and future Shift Preferences. (Meaning Plant 4 employees can only Shift Preference within Plant 4. Plants 3, 4 and 6 are no longer combined).
- Settled demand on Daily Augmentation for Job Setters and Group Leaders when there are preplanned absences.
- Settled demand on addition of VR positions to aid with vacation approvals and added support for departments.
- Settled demand in regard to Manufacturing Support positions WILL provide Janitorial/ Housekeeping services and support manufacturing and assembly.
- Settled demands on maintaining current levels and continue to invest in floor scrubbers and suck tanks, as necessary.
- Settled demand of identifying department codes by name in UAW CAS in regard to transfer applications.
- Settled demands regarding the Memberships concerns with lack of deep cleans (Plant 12 test stand). Deep clean schedules will be scheduled in line with LDS #200 from 2008.





# OTHER IMPROVEMENTS IN THE TENTATIVE AGREEMENT

## **Job Protection from New Technology (Schedule K)**

Addition of contract language regarding the introduction of new technology (for example, artificial intelligence, 3-D printing, additive manufacturing, etc.) shall not (i) form the basis of a layoff and/or (ii) change the assignment of work such that it is moved out of the Bargaining Unit and/or Classification, unless otherwise permitted by the terms and conditions of this Agreement.

## **Settlement of the Pending Snow Day Grievances**

\$243,000 global settlement of pending snow day grievances.

## **Overpayment Recovery [White Book page 22]**

Improvement to overpayment recovery has been made and reduced to 45 calendar days. (Meaning a savings of \$300 per recovery instance.)

## **Exiting the Workforce [White Book page 25-28]**

Ending tiers on exiting the workforce benefits to protect employees hired after 2/1/2008 so that employees receive the maximum benefits when you decide to “retire/exit the work force” and meet the contracts requirements.

## **Alternative Work Schedule [White Book page 108-109]**

Implementation of an Alternative Work Schedule requires:

- discussion with the Union prior to department vote
- super majority department vote in favor (66%) prior to implementation of a trial period of no more than one year
- permanent implementation of the alternative work schedule only upon mutual agreement with the Union

Any bargaining unit member impacted by implementation of an alternative work schedule may opt within ten (10) days of the vote to

exercise “Special Shift Preference” to remain on their current shift, seniority permitting or may submit an application for transfer.

## **Job Descriptions and Job Postings**

- Settled demand that all job descriptions in both production and skilled trades be provided to the Shop Committee.
- Settled demand that requires the Company to post all job openings on UAW CA, with agreement to discuss options to administer the changes.

## **Mandatory Mediation in the Grievance Procedure [White Book page 18]**

A mandatory mediation step is added to the grievance procedure to expedite resolution of grievances tied up in the grievance steps.

## **Starting Wage Flexibility [White Book page 36]**

During the course of this Agreement, the Company may increase starting rate by job classification so long as the starting pay does not exceed the second step of the progression for the classification, as established in this Agreement, with advance notification to the Chairperson of the Shop Committee.



# HYBRID COLA/INCOME PROTECTION PAYMENT

## INCREASES TO INCOME PROTECTION PAYMENTS

The annual Income Protection Payments will increase over the life of the contract as follows:

Date	=
Upon Ratification	\$1,000
December 13, 2024	\$1,300
December 12, 2025	\$1,600
December 11, 2026	\$1,800

Improved eligibility criteria so that ALL bargaining unit members are eligible for the Income Protection Payment even if on approved leave or otherwise on approved absence from work.

## HYBRID COLA/IPP

Effective January 1, 2025, in addition to the increases in the Income Protection Payment, the Company is obligated to increase wages based on increases in COLA with the Company receiving a credit for the Income Protection Payment (the IPP Credit). Any increase in COLA that is above and beyond the IPP Credit will be in an addition to wages (the "Float") and any decrease in COLA will be deducted from that Float. At the end of the contract, any amounts in the Float will be folded into your base wages.

The COLA calculation will be performed every three months and will be based upon the Consumer Price Index for Urban Wage Earners and Clerical Workers, (CPI-W, Current Series, United States City Average, All Items Less Medical Care, not seasonally adjusted), All Items (1982-84=100), published by the Bureau of Labor Statistics, U.S. Department of Labor.

The IPP Credit as against COLA will be as follows:

Year	IPP CREDIT AMOUNT
2025	\$ 0.625 per hour
2026	\$ 0.79 per hour
2027	\$ 0.865 per hour

In order for the Hybrid COLA to result in an increase in the Float, the COLA calculation must exceed the amount of the IPP Credit.

For example purposes only, consider the following COLA trends in the last two years, and whether they would result in a COLA increase.

Month - Year	COLA Calculation	RESULT IN COLA FLOAT BASED ON 2025 IPP CREDIT?	HOW MUCH?
Mar-21	0.08	No	
Jun-21	0.56	No	
Sept. 2021	0.85	Yes	\$ 0.23
Dec. 2021	0.42	No	
Mar-21	0.54	No	
Jun-21	0.91	Yes	\$ 0.29
Sept. 2021	1.03	Yes	\$ 0.41
Dec. 2021	0.11	No	
Mar-21	0.05	No	
Jun-21	0.47	No	
Sept. 2021	0.36	No	
Dec. 2021	0.34	No	

## \$7,000 Ratification Bonus

Ratification bonus for all employees including those still in probation.

(Probationary employees will receive the ratification bonus in the first full pay period after achieving seniority.)



# HEALTH CARE BENEFITS HAVE BEEN IMPROVED

CLOSING THE TIERS ON HEALTH CARE  
INCREASING THE BENEFITS  
AND ENSURING NO INCREASED COSTS

## CLOSING THE TIERS

- Beginning with the new contract, all employees will be eligible for the PPO Health Insurance plan with the same \$2,000 deductible, and weekly employee contribution. Employees hired after January 1, 2019, will no longer be segregated into the high deductible Health Savings Account.
- For all employees hired since January 1, 2019, there will be a special enrollment period soon after ratification so those bargaining unit members may elect to move to the PPO with enrolled benefits effective the first of the month following the special enrollment period.
- Secured an increase in the wellness discount towards the weekly employee contribution from 25% **to 35%**.
- There will be **NO** increase in any health insurance costs within each of the plan options for bargaining unit members for the life of the contract.
- **No increase to premium contributions for health care benefits.**

- **No changes to deductible, co-insurance, or co-pays.**
- Legacy Employees (hired before February 1, 2008) will maintain their current health insurance coverage without any increase in cost, co-insurance, or out of pocket, with the option of the high deductible plan.
- Those employees that were hired on or after February 1, 2008, retain the PPO plan with the option of the high deductible plan.
- Maintain HRA at \$7,618.00 throughout life of Agreement.

## NEW ADDITIONAL BENEFITS

- **Dental** - Addition of brush biopsy, composite fillings, and supplemental screenings.
- **Vision** - Increase from \$85 **to \$250** frame allowance.
- Secured an increase in the wellness discount towards the weekly employee contribution from 25% **to 35%**.



# MAJOR IMPROVEMENTS ON HEALTH AND SAFETY

## DOC. 7 CHANGES

### SIGNED AGREEMENT TO POST TA HEALTH AND SAFETY PROPOSAL #10 SETTLED HEALTH AND SAFETY DEMANDS

#### DOC. 7 CHANGES

##### Personal Protective Equipment (PPE)

- **Prescription Safety Glasses** include choice of frames, bifocal, trifocal, progressive lenses (both top and bottom), anti-glare, anti-fog, and scratch resistant lenses are provided at no cost to the employee.

Damaged or scratched prescription safety glasses will be replaced at no cost to the employee.

Prescription glasses will be replaced at the time of a prescription change.

- **Foot Protection** (slip-resistant, steel, or composite toed shoes) will be required starting in May of 2024.

The company will provide funds up to \$250 per employee every 12 months.

Red Wing and at least one other mutually agreed upon vendor will drastically expand the available options.

Replacement of damaged or worn foot protection.

##### SIGNED AGREEMENT TO POST TA HEALTH AND SAFETY PROPOSAL #10

#### ● **On Ventilation**

Company commitment to air monitoring in heat treat, plating room, spray booths, and parts washers.

Local exhaust ventilation will be required on all newly purchased in-line washers and relocated washers. Other in-line washers will be evaluated for the need for local exhaust ventilation.

All heat treat local LEL and CO sensors will be tied to a central monitoring system to expedite responses to alarm conditions.

#### ● **On Walking Working Surfaces (the boardwalk)**

Company commitment that a roof integrity study will be performed by a 3rd party structural engineer by mid-year 2024, and the results will be shared with the UAW. Replacement or repairs to the boardwalk and/or the roof as required.

#### ● **On Part Cart Identification and Maintenance**

Company commitment to jointly develop and document a process for the individual identification and repair of parts carts in 2024.

#### ● **On Hoist Installation and Maintenance**

Company commitment that a hoist inspection and repair process will be developed, posted on Process Central, and jointly reviewed on an annual basis.

#### ● **On Luminaries (use of EMT)**

Company commitment to inspect all EMT runs that support luminaries, beginning with the oldest installation. Inspections will begin by the end of Q1 2024 and will continue as needed.

#### SETTLED HEALTH AND SAFETY DEMANDS

More than two dozen Health and Safety demands were settled. Some of the issues addressed include:

- Contractor requirements and constraints
- Annual inspection and repainting (as necessary) of Pedestrian Aisle Lines
- The requirement of a down draft table or burr booth for all deburr operations
- Shop floor walking working surfaces
- Air quality
- Asbestos signage

# MAJOR IMPROVEMENTS ON PAID TIME OFF

## PAID TIME OFF

- JUNETEENTH added as a holiday.
- Elimination of tiers on Flexible Holidays. (All employees will receive 5 Flex days per calendar year)
- Two (2) weeks of parental leave for birth, adoption, or placement of foster child paid at short term disability equivalent benefit of 60% of eligible earnings for all seniority employees.
- SUB pay benefits extended to 52 weeks for all eligible employees.
- Addition of Bereavement days for the following family members: Brother-in-law, Sister-in-law, Son-in-law, and Daughter-in-law. (3 days will be paid)
- Changes to the Vacation application window. New Language states the new window to be administered in January instead of February to allow Members more time to plan for spring breaks and other vacations.
- Addition to M.O.U Plan A Language: No penalty for using a vacation day during a week a Saturday Plan A has been scheduled.
- Vacation restricted liberties are now available for all New Hires.

# IMPROVEMENT TO RETIREMENT BENEFITS

## RETIREMENT BENEFITS

- After October 1, 2027, retiree service contributions will increase to \$59.45 for each year of credited service (Life Income Benefit).
- Retirees maintain Holiday bonus as previously granted in prior Agreement. (SUB Appendix D)
- Increased 401(k) match for employees hired on or after 2/1/2008, from 6% to 8%.
- Changes to the auto-enrollment, from 3% to 5% for all newly hired employees.
- Modifications of Exhibit C, Article IX, Section 9.05 (p) regarding participant loans. (Limit will now be 2 loans maximum).

# IMPROVEMENTS ON DISCIPLINE

## DISCIPLINE

- All employees will have 4 tardies per calendar year that are excused if the tardy is less than 1 hour. Vacation Restricted banked time will be used to cover the amount of time tardy for the 1 hour or less instance.
- Major improvements to the Special Attendance Program (Doc. 8) Length of time on employees record drastically reduced.



### **DURATION & RATIFICATION**

The terms of this proposed agreement will not take effect until the tentative agreement is ratified by a majority of UAW members at Allison Transmission, and only then on the appropriate dates specified. The new agreement, if ratified, will expire Nov. 14 2027.

### **DUES: A CONSTITUTIONAL MATTER**

Dues are determined by UAW Constitutional Convention action and are not a subject of negotiations. Dues are based on the principle that they reflect each member's cash income, normally 2.5 hours of straight-time pay per month. Lump-sum cash payments are subject to dues because they also represent cash income and are assessed at the rate of 1.44%, which is equivalent to 2.5 hours of straight-time pay per month.

### **UAW MEMBERS**

This is a summary of the tentative agreement. In all cases actual contract language will apply.

# SETTLED DEMANDS



**SETTLED DEMANDS 2023 -- SKILLED TRADES, JOINT PROGRAMS, HEALTH & SAFETY**

Demand No.	Demand Text	Last Response	Status	Assigned Committee
282	The Union demands air conditioning. Why is the air conditioning turned off at 3:00 pm when 2nd shift arrives? These machines won't run when it's hot and humid in the building. We would like to be able to breathe as well.	\$1M+ annual spend in providing a tempered environment controlled within a target range of 70-78 degrees. Any specific concerns should be addressed through Maximo.	Agreed	Skilled
283	The Union demands the company install a hand wash basin and water fountain in Cutter Grind.	Bottle fill and sink will be installed in Tool Room break area by end of Q1 2024.	Agreed	Skilled
287	The Union demands water and ice in all break rooms.	Water coolers and ice machines will be maintained in break malls.	Agreed	Skilled
289	The Union demands the company provide and maintain water fountains with bottle fill near each bathroom.	A plan for bottle fillers will be implemented across campus by end of 2025.	Agreed	Skilled
290	The Union demands the company repair the women's bathroom at K7 in Plant 4.	Repairs to the K5 WRR are currently underway with plans to complete in 2023. This WRR is also in the capital refurbishment plan for 2024.	Agreed	Skilled
293	Amended Text: The Union demands an employee restroom be installed in the VET building. Original Text: The Union demands the company put the bathroom back in the Test Department that was removed a few years ago. There are too many people in the department now for just one bathroom.	The Company will modify the current suites in the VEET to accommodate utilization of the existing restrooms by employee's working in the VEET building.	Agreed	Skilled

*Frank Rossi 1/4/2024*

*Sup. [Signature] 1/4/2024*

*Chad [Signature]*

*[Signature] 1/4/24*  
*North Carter 1/4/2024*

298	The Union demands more turnstiles for Plant 14.	Turnstile already purchased and received and will be installed by end of year 2023.	Agreed	Skilled
302	The Union demands hot food - Speedway has two (2) cafeterias with hot food. Plant 17 has vending machines - no sandwiches only candy and junk food. Plant 17 demands cafeteria style food or truck (food on wheels) to bring a variety of foods.	The Company intends to add a Micro Market at Plant 17 in late 2024 or early 2025.	Agreed	Skilled
303	The Union demands the company remodel break malls and have vending machines that actually work. (Break malls with no mold or rodents.)	Vendor will audit and repair/replace all damaged vending machines by the end of Q1 2024. All break malls will be audited for environmental issues, electrical and mechanical issues, damaged or worn surfaces, damaged appliances, and damaged furnishings by the end Q1 2024. The results of this audit will be provided to the Union, and all deficiencies will be corrected by the end of Q2 2024.	Agreed	Skilled
304	The Union demands the company update the Plant 14 Greenhouse Break mall.	Interim provisions have been put in place effective Sept 2023. AHU to be replaced by end of Q2 2024 based on historical lead time on unit. LED lighting to be installed by end of Q1 2024. Minor refresh planned in Q4 2024.	Agreed	Skilled

Frank Rossa 1/4/2024

Mike [Signature] 1/4/2024

CA [Signature]

[Signature] 1/4/24

Mike Carter 1/4/2024

308	The Union demands working cameras in the parking lot that are good quality. They should be looked at promptly after a theft or break in and given to police.	Security surveillance protocol and potential is in place at a strategic level throughout the campus. Our 5 year capital plan includes sustainment as well as additions aligned with priorities of Plant Security. Any issues should be immediately reported to Security for proper reporting and investigation.	Agreed	Skilled
315	The Union demands more locations to recycle gloves.	The Company currently provides reclamation lockers next to all vending machines for recycling. The Company will provide an additional two vending machines with reclamation lockers to the locations where management and the UAW agree.	Agreed	Skilled
316	The Union demands all mop stations be repaired.	Specific issues should be reported through a maximo request. Facilities will ensure that each mop station is a part of the My Facilities Audits process to proactively identify issues on a regular basis.	Agreed	Skilled
339	The Union demands all Union Board Cases are updated with digital displays that can be updated via network/cloud.	Management will evaluate the feasibility of this request and provide a proposal in 2024 based on scope of work discussions with UAW representative.	Agreed	Skilled
341	The Union demands hot water in all bathrooms and break malls.	The Company will evaluate hot water supply to restroom and break mall locations and provide results and a plan to address any deficiencies by Q1 2024. Work to be completed by Q3 2024.	Agreed	Skilled

Frank Ross 1/4/2024

Meg  1/4/2024

 1/4/24  
  1/4/2024

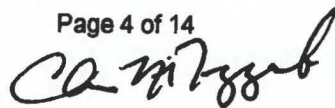
349	The Union demands that the heat and A/C for the Health and Safety Training classrooms and office area be separated from the computer repair room and thermostatic control be given to the trainers.	Management will evaluate any concerns over temperature control and will provide the results and action plan for temperatures to control within temp guideline by Q2 2024. Like Demands: 349, 371	Agreed	Skilled
352	The Union demands that roof vents site wide be repaired or replaced so that they are fully functional and can be opened and closed from the shop floor as needed.	Management will review all roof vents and develop plan to repair/replace any that are essential.	Agreed	Skilled
359	The Union demands an 80" or larger monitor with clickshare capabilities for Health and Safety classroom 2.	Management will evaluate the Health & Safety classroom space and ensure a monitor of proper size and connectivity is available by Q2 2024.	Agreed	Skilled
363	The Union demands new carpet for the Health and Safety training office area.	Plan to install new carpet in the Health & Safety training office area in 2024.	Agreed	Skilled
366	The Union demands two (2) new metal tables for the Health and Safety lab training area to facilitate hands-on training.	The company agrees to purchase two metal tables using the H&S Fund within 90 days of ratification.	Agreed	Skilled
373	The Union demands new lines be painted in the Health and Safety lab training area.	This work is complete.	Agreed	Skilled
378	The Union demands putting electric welders on flatbeds. All gas machines should be for outdoor use or well ventilated areas only. Electricians install drops to power machines at columns. This is a safety issue.	The company has portable LEV units for cutting and welding. The company will investigate the opportunity to utilize 110V units where feasible.	Agreed	H&S

Frank Ressa 1/4/2024

Heq 2/1/2024

 1/4/24

 1/4/2024





381	The Union demands no outside contractor be allowed to use any chemical that is not approved for use by Bargaining Unit employees where Bargaining Unit employees may be exposed to fumes, vapor, odor, or otherwise contact such chemicals.	During the pre-contractor work meeting, as stated in the contractor safety manual and part of the contractors risk assessment, if there is potential for chemical exposure to Allison employees, control measures will be identified to control exposure. This will include ventilation and segregation controls.	Agreed	
382	The Union demands all outside contractors, vendors and workers must follow any and all safety guidelines and restrictions that Allison employees are held to. All outside equipment must have the same operating parameters and safety items installed.	This is already required through the contractor safety manual, and section XXI of Doc 7.	Agreed	H&S
383	The Union demands annually restriping and maintaining all pedestrian walk paths. Install and maintain working flashing red lights and large mirrors at all cross-traffic intersections.	An annual PM will be established to inspect and repaint aisle lines as necessary. Between annual inspections, deficiencies will be elevated to the PVSC, and a Maximo safety work order will be opened.	Agreed	H&S

Frank Ross 1/4/2024

Step 2A 1/4/2024

COMPOST

1/4/24  
Matt Carter 1/4/24

2/11

384	The Union demands that no one be required to work in an area with dripping roof water.	The company will abide by OSHA 1910.22: "Walking-working surfaces are maintained free of hazards such as sharp or protruding objects, loose boards, corrosion, leaks, spills, snow, and ice. The employer must ensure: Hazardous conditions on walking-working surfaces are corrected or repaired before an employee uses the walking-working surface again."	Agreed	H&S
385	The Union demands vehicle parking for carts and flatbeds in/or around Central parts crib.	The PVSC will evaluate the need for parking and provide two parking spaces for the machine repair crib by 3Q of 2024.	Agreed	H&S
387	The Union demands no moving vehicles in high density areas, such as assembly, 15 minutes before and after a shift change.	Vehicle traffic will stop within 10 minutes before and 10 minutes after shift change in assembly areas and other high density areas identified by the Local Joint Health and Safety Committee.	Agreed	H&S
388	The Union demands more choices on boots besides Red Wings.	The company agrees to mutually identify and evaluate more choices for safety shoes and boots.	Agreed	H&S

Frank Ressa 1/4/2024

Mike [Signature] 1/4/2024

CA [Signature]

[Signature] 1/4/24

Matt [Signature] 1/4/2024

389	The Union demands new hoists for 1472 Makinos. Current hoists only hold 2000 lbs. and several of the new 3040 fixtures are heavier than this. Some old ones as well. We either have to have Millwrights load the fixture or use 2 hoists, which is not safe. New hoists with a higher weight capacity would be very helpful. If they were powered, that would be even better.	Plant 14 currently has 12 production fixtures that exceed the 2000lb standard hoists in plant 14. All 12 fixtures are identified and weights are posted on each fixture. With 11 of the 12 being new processes and new part numbers to plant 14, there are action items already in place to mitigate the heavier weights of these fixtures. Action items include: outside engineering evaluations of the bridge systems, to upgrade or modify to accommodate the increased weights; relocation of parts to available capacity creating semi-permanent setups, meaning fixtures would only come off the machine in the event of an emergency; and future designs of fixtures are being reviewed and business cases are adjusted to insure weight capacities can be accommodated. In the event the plant will need to move these fixtures ahead of the planned action items, the plant will use Mobile cranes and an approved SOP will be posted as a part of this process.	Agreed	H&S
392	The Union demands a flatbed dedicated to Health and Safety for training.	The Company believes one has been provided.	Agreed	H&S
393	The Union demands that all deburr operations be done on a downdraft table or in a burr booth, and that Plant 12 Pistons and the Plant 6 Rotating Clutch (and any others that are identified) must install such equipment within 12 months.	The company will purchase a downdraft table for cell 2143. Any future production manual burring/grinding operations will be evaluated to determine if a downdraft booth or other local exhaust ventilation is needed.	Agreed	H&S

Frank Rossa 1/4/2024

Hugh L... 1/4/2024

Clint Ross

*[Signature]* 1/4/24  
*[Signature]* 1/4/2024

*[Handwritten initials]*

394	The Union demands that Health and Safety Representatives and the IH-Ergo Representative be provided access to all current standards applicable to ATI Health and Safety Policies (i.e., ANSI, NEC, ACGIH, NIOSH, etc ...).	The company will provide the current standards when requested.	Agreed	H&S
396	The Union demands that bargaining unit members of the Facilities organization Install proper signage on all Transite and other ACM to comply with the ATI Asbestos Safety Audit Module #02.	The Company will install new standard asbestos signs on all sides, inside and outside, of exterior roof structures containing transite.	Agreed	H&S
398	The Union demands that when ATI has any safety related testing, inspections, or certifications done by outside vendors, the results of those tests, inspections, or certifications will immediately be made available to all members of the Health and Safety Committee.	Safety related testing, inspections and certifications will be made available to the LHSC upon request.	Agreed	H&S
402	The Union demands that any deviation from a standard work order (special instructions) must be accompanied by written instructions (an AVO, STA, or Workaround SOP) to detail the variances, identify any underlying or resulting risks of implementation, and mitigation measures (risk assessment).	This step is part of the work-around risk assessment.	Agreed	H&S
404	The Union demands that automatic dock locks be installed on all dock doors within 12 months.	Dock locks are installed at every dock at the facility.	Agreed	H&S

Frank Ross 1/4/2024  
 Neg SA 4/4/2024

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 CA M Ross

1/4/24  
 Matt Carter 1/4/2



405	The Union demands ceilings campus-wide, be cleaned and painted to stop the dripping of black goo that results from venting the washers into the plant.	Plant 12 is to install mist collectors on all washers. The other plants are being evaluated.	Agreed	H&S
406	The Union demands that all equipment with exhaust must have a dust or mist collector or be vented to the outside (no more exhausting inside the plant).	Specific issues of concern will be addressed and corrective action take as needed.	Agreed	H&S
407	The Union demands that prescription safety glasses with optional progressive lenses be provided by the Company twice per year at Company expense.	The Company agrees to include progressive lenses once per year.	Agreed	H&S
412	The Union demands that there be no weight limit for hiring or promoting anyone.	There is no such hiring or promotion standard. Only limitations are due to equipment specifications, and accomodation may be available.	Agreed	H&S
414	The Union demands "Fire Safety" classes for All Heat Treat Controlmen. Every two year certification.	The ATI Fire Department will consult with the LHSC in developing the training.	Agreed	H&S
415	The Union demands better training because of too many injuries, Ergo and Safety Training "job specific".	The Company provides initial ergonomics training during new employee orientation and a refresher training every 3 years.	Agreed	H&S
417	The Union demands English and foreign language classes to be offered at no cost through Rosetta Stone to all hourly employees.	The Joint Training Committee will review the needs for foreign language classes and will establish recommendations to the Network Quality Council.	Agreed	Joint Programs

Frank Rorosa 1/4/2024  
 Neep L 1/4/2024

Chris Tysed

 1/4/24  
 Matt [unclear] 1/4/20

ACM

418	The Union demands that management fully support the training center with dedicated counterparts such as engineers, operations personnel, and Mechanical engineers for effective communication and program development.	Management will endeavor to fully support or acquire needed support for the training center.	Agreed	Joint Programs
419	The Union demands the company update the JTC Multimedia Lab to include a 4k 220" LED video wall display for videography and photography production.	Management will evaluate the JTC Multimedia Lab room space and ensure a monitor of proper size and connectivity is available.	Agreed	Joint Programs
426	The Union demands they must stop anyone (management) access to block parts in the DMR status. Only hourly inspectors, auditors, QAR and QAS should perform this job duty.	The Company will continue to comply with Paragraph 215.	Agreed	Joint Programs
427	The Union demands personnel and burden carriers be assigned to the UAW/Allison joint training center to help with the efficiency of operations.	The company has plenty of burden carriers that can be utilized. The JTC can put a request in to management to schedule a carrier based on needs.	Agreed	Joint Programs
428	The Union demands All FMS joint training center trainers to be included in all new machine purchase runoffs for training purposes.	The company will inform joint training team of upcoming new machine run offs.	Agreed	Joint Programs
430	The Union demands management send members to joint program committees vested with sufficient authority to make decisions for their party with minimal need of oversight or need to seek approval of their superiors.	The Company will assign appropriate Joint Program Committee members, or their designees.	Agreed	Joint Programs

Frank Rossa 1/4/2024  
 Ned SA 1/4/2024

Continued

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*[Signature]* 1/4/24

435	The Union demands all Appointed Quality Assurance Representatives and Quality Assurance Specialists be issued Photo Pass.	There is a current process in place to request a photo pass.	Agreed	Joint Programs
580	The Union demands adequate supervision with backgrounds in related Trades should be assigned for better work environment and supervision/hourly relations.	The Company will continue to abide by Doc 85.	Agreed	Skilled
588	The Union demands management purchase new saws for the fabrication shop in Plants 3 and 12 and maintain all equipment properly to ensure the efficient and competitive performance of work.	Company agrees to purchase 2 autofeed bandsaws and additional capital not to exceed \$30K per year for next 5 years. Equipment request to be reviewed as part of the ATI/UAW Skilled Trades and Apprentice Committee per revision on Paragraph 122.	Agreed	Skilled
589	The Union demands management maintains an inventory of loaner fork trucks, flat beds, and other rolling stock to include work tricycles.	The rollingstock garage already does maintain a loaner fleet as necessary.	Agreed	Skilled
613	The Union demands apprentices receive a rolling tool cart with both top and bottom sections upon entry.	The Company agrees to provide a rolling toolbox with top to all new apprentices.	Agreed	Skilled
617	The Union demands annual inspections by ATI Millwrights of all conveyors loaded by fork trucks.	The Company will evaluate the current PM plans versus this request and review the results at an appropriate joint meeting.	Agreed	Skilled

1/4/2024 Frank Rossa  
 Neep SA 1/4/2024

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 1/4/2024

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620	The Union demands that an emergency backup plan be developed for Metasys if IS&S schedules a shutdown or if an outage occurs. (A generator backed up alternate server to be maintained by bargaining unit personnel.)	The emergency plan is regularly evaluated and maintained.	Agreed	Skilled
621	The Union demands that ALL manipulators and ALL attachments be put on a monthly safety P.M. schedule throughout Allison Transmission, Inc.	The Company will ensure all manipulators and attachments are on a proper safety PM plan.	Agreed	Skilled
622	The Union demands that a new Steam Jenny be purchased for Plant 12 to be used for the purpose of deep cleaning washers.	The machine deep clean schedule is in effect as part of operational excellence and consistent with Demand Settlement #200.	Agreed	Skilled
624	The Union demands that no Engineer be called out to any machine or assembly line prior to Trades being afforded the opportunity to trouble shoot.	The Company places primary reliance on utilizing skilled trades personnel on trouble shooting equipment; however, there are circumstances under which additional personnel or evaluation may be required.	Agreed	Skilled
643	The Union demands employees be sent to or provided adequate training for new equipment and machines related to their departments and trades, or refresher courses and training for new industry standards. External training should be available for any and all equipment to be brought into Allison that is to be repaired and or serviced.	Management is committed to training employees, including Skilled Trades, on new equipment and machines related to their departments and trades.	Agreed	Joint Programs

Frank Rana 1/4/2024

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CA 7/28

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 1/4/24

M.F.H.

644	The Union demands all pipefitters are given training and the opportunity to be certified for backflow services.	The Company has previously offered the opportunity for PF and SE to be backflow certified and trained all interested. The Company will continue to ensure the count of certified employees is sufficient.	Agreed	Joint Programs
648	The Union demands a comprehensive trouble shooting oriented class for Siemens Controls for Service Electricians.	There is a training program that already exists for this topic and many ATI electricians have attended. The Company will continue to train employees as needed.	Agreed	Joint Programs
649	The Union demands thorough training on new company assets for Skilled Trades before the asset is put into production. Too many times we are expected to troubleshoot a new machine on which we have not received training.	New equipment training is specified in SPEC-AT-Training and includes training for skilled trades.	Agreed	Joint Programs
652	The Union demands a schedule for the Apprenticeship Program testing and completed dates.	The Company supports the ATI-UAW Apprenticeship Committee in managing the Apprenticeship testing program.	Agreed	Joint Programs
653	The Union demands adding Job Classification for OJT Trainers in all FMS departments in Plants 4, 6 and 12. (Specified Trainer must be trained and verified) Training Certification.	The Company is evaluating, through the training strategy and joint programs subcommittee discussions, the potential for training trainers by department. The Parties are committed to operational excellence, and a key part is cross training and building skill sets for all employees.	Agreed	Joint Programs

Frank Rossa 1/4/2024  
 Megh L 1/4/2024  
 Con Rossa

 1/4/24  
 Mark Cost 1/4/20

AFK

668	The Union demands bay locations be marked with reflective media wherever possible on the roof. [Converted H&S Proposal #19]	Bay locations will be identified on exterior structures of the roof by Q4 of 2025.	Agreed	H&S
671	The Union demands Plant 17 (warehouse) fork truck licenses be restricted to that site. 393s will require a refresher when returning to the main campus. [Converted H&S Proposal #28]	When a 393b transfers to main campus as a 392b, the newly transferred 392 will be required to go through a refresher fork truck course.	Agreed	H&S
675	The Union demands a PIV be dedicated to the IH/Ergo/H&S Representatives. [Converted H&S Proposal #32]	One flatbed will be allocated to the LJHSC by the end of Q4 of 2024.	Agreed	H&S

Frank Rossa 1/4/2024  
 Meg LA 1/4/2024  
 C. V. [Signature]

[Signature] 1/4/24  
 [Signature] 1/4/2024

CF

# SETTLED DEMANDS OPERATIONS/PRODUCTION

Demand No.	Demand text	Company Response	Status
465	The Union demands that no Manufacturing Support person be assigned to any job other than Manufacturing Support.	It is Management's intent, consistent with the language of Doc. No. 92, that Manufacturing Support personnel will provide janitorial/housekeeping services and support manufacturing and assembly.	Agreed
496	The Union demands Jobsetters be classified as skilled trades.	There are distinctions between the Jobsetter and Skilled Trades positions that necessitate different classifications. Skilled Trades requirements are currently based on a selection procedure, which is not strictly based on seniority, testing, evaluations, classes, and completion of thousand of hours of training. The Jobsetter requirements do not necessitate a similar level of training and preparation. The Jobsetters are valued within the Company and are compensated accordingly.	Agreed
499	The Union demands Manufacturing Support stop doing the oilers' jobs.	It is Management's intent, consistent with the language of Doc. No. 92, that Manufacturing Support personnel will provide janitorial/housekeeping services and support manufacturing and assembly.	Agreed
504	The Union demands Group Leaders in assembly need a specific job description and should not be on the line more than four (4) hours.	It is not Management's intention to place an assembly group leader on the line for an extended period of time; however, circumstances arise, such as absenteeism or others, that require a group leader to support the line for as long as needed. Any ongoing issues will be addressed by the Chairperson of the Shop Committee and Labor Relations.	Agreed
508	The Union demands a Housekeeper in every department doing housekeeping.	It is Management's intent, consistent with the language of Doc. No. 92, that Manufacturing Support personnel will provide janitorial/housekeeping services and support manufacturing and assembly.	Agreed
518	The Union demands the Jobsetter classification become a Skilled Trade.	There are distinctions between the Jobsetter and Skilled Trades positions that necessitate different classifications. Skilled Trades requirements are currently based on a selection procedure, which is not strictly based on seniority, testing, evaluations, classes, and completion of thousand of hours of training. The Jobsetter requirements do not necessitate a similar level of training and preparation. The Jobsetters are valued within the Company and are compensated accordingly.	Agreed
521	The Union demands overtime grievances for each department. Management must ask department personnel before bringing in help from another department or shift.	The Company is aligned with the goal of placing the appropriately skilled and trained individuals into job assignments. For pre-planned absences, the Company will attempt to augment key positions, such as jobsetters and group leaders, daily.	Agreed
527	The Union demands elimination of the 16 hour overtime spread. It is an unfair procedure, as a foreperson can continually skip a person for overtime hours.	The spread does not allow management to continually skip a person as current language requires those inside the spread to be asked before those outside the spread are asked to work extra time.	Agreed
533	The Union demands "topping off oil" be removed from Doc. 92.	It is Management's intent, consistent with the language of Doc. No. 92, that Manufacturing Support personnel will provide janitorial/housekeeping services and support manufacturing and assembly.	Agreed
552	The Union demands that all departments be assigned a full time Manufacturing Support employee.	The Company will determine the appropriate assignment of personnel. Incomplete departmental housekeeping tasks may be reported to the appropriate supervisor. It is Management's intent, consistent with the language of Doc. No. 92, that Manufacturing Support personnel will provide janitorial/housekeeping services and support manufacturing and assembly.	Agreed
560	The Union demands the return of dedicated departmental housekeepers.	The Company will determine the appropriate assignment of personnel. Incomplete departmental housekeeping tasks may be reported to the appropriate supervisor. It is Management's intent, consistent with the language of Doc. No. 92, that Manufacturing Support personnel will provide janitorial/housekeeping services and support manufacturing and assembly.	Agreed

*Mike Carter* 12/14/2023

*Grie East*  
12/14/2023  
*John [Signature]*  
12/14/2023  
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*[Signature]*

561	<p>The Union demands for Plant 4 9F05 Valve Cell 9127</p> <p>Valves would benefit with the purchase of a Hummel gage like Plant 6 has. Currently the job setter goes to Plant 6 to use their Hummel gage at each change over to the Grinder in Plant 4. The Hummel gage report has to be displayed on the clipboard with our Laser Mike readings.</p> <p>Presently we use a Laser Mike and an Optical comparator to get our X and Z dimensions on each of our parts. We run a part to Laser Mike gage, get each Dim and write it down. If it's out of spec, we make the offset run another part and gage again. Once done with the X Dims on the Laser Mike, we move to the Optical comparator to get the Z dims. If they are off, we repeat the process till we get a good part. Currently we are writing each Dim on our Allison Transmission Quality Data Sheet for each part number run for the day. At the start of shift, a B2. 1 sheet for X checks and 1 sheet for Z checks. Below is the number of Dims we write each day per part number. If they are Dims we write even more.</p> <p>Lathes: Grinder:  7602 ~ 16 dims written 7602 ~ 2  7603 ~ 24 dims written 7603 ~ 4  7716 ~ 40 dims written 7716 ~ 8  7719 ~ 40 dims written 7719 ~ 8</p> <p>We hand write 120 readings on QDS sheets. As of now, we have 1 lathe down. It's been down for months. Once it's up and running, depending on the part, it will add one of the above gages checks to the total.</p> <p>A Hummel gage would check each one of these parts in a matter of seconds - both the X and Z dims on one gage vs. it takes us minutes using 2 gages in order to get three lathes up and running. Plus, our Jobsetters would no longer need to go down to Plant 6 to use theirs in the same kind of Cell as 9127.</p>	<p>The Company appreciates and has evaluated this thorough request. The addition of the Hummel gauge would cost approximately \$136,000. This significant investment will be reviewed and prioritized in the 2024 capital planning process.</p>	Agreed
519	<p>The Union demands management will not loan an employee out of a department on straight time and then cover the vacancy created by the loan with overtime.</p>	<p>Management is aligned with the goals of achieving the proper headcount levels in each department, including appropriate VR levels of approximately 10%, where applicable, to account for vacation and absenteeism. Placing an individual in an open position based on straight time or overtime may negatively impact the ability to place the appropriate individual based on skillset to ensure a safe and quality-focused operation.</p>	Agreed
530	<p>The Union demands no forced loan out if work is available in the employee's own department.</p>	<p>Management is aligned with the goals of achieving the proper headcount levels in each department, including appropriate VR levels of approximately 10%, where applicable, to account for vacation and absenteeism. Placing an individual in an open position based on straight time or overtime may negatively impact the ability to place the appropriate individual based on skillset to ensure a safe and quality-focused operation.</p>	Agreed

*Matt Carter 12/14/2023*

*Eric Gott 12/14/2023*

*Steve L 12/14/2023*

*Ch M'yeat 12/14/23*



Demand No.	Demand text	Company Response	Status
310	The Union demands that all equipment be thoroughly cleaned at least once a year, which includes, but not limited to removal of chip build up.	The machine deep clean schedule is in effect as part of operational excellence and consistent with Demand Settlement #200.	Agreed
409	The Union demands working scrubbers and suck tanks in every department.	The Company will maintain current levels and continue to invest in scrubbers and suck tanks as necessary. The Company will also continue to improve training of scrubber and suck tank users to ensure longevity of equipment. Please issue a Maximo work order for repairs.	Agreed
413	The Union demands that 18 new pump-out tanks be purchased for all Fab Dept. Division wide.	The Company will maintain current levels and continue to invest in scrubbers and suck tanks as necessary. The Company will also continue to improve training of scrubber and suck tank users to ensure longevity of equipment. Please issue a Maximo work order for repairs.	Agreed
469	The Union demands that Management utilize proper plant classification before using employees from another plant at all times.	The Company is aligned with the goal of placing the appropriately skilled and trained individuals into job assignments. For pre-planned absences, the Company will attempt to augment key positions, such as jobsetters and group leaders, daily.	Agreed
473	The Union demands that Augmentation Agreement for all plants/all shifts (Trades/Production).	The Company is aligned with the goal of placing the appropriately skilled and trained individuals into job assignments. For pre-planned absences, the Company will attempt to augment key positions, such as jobsetters and group leaders, daily.	Agreed
486	The Union demands vacation allotments be done in January, not February.	Tentative agreement	Agreed
488	The Union demands straight eight hour shifts when three shifts are running.	Management agrees that there are situations in which straight 8 hour shifts make sense; however, Management must determine appropriate production shifts to meet customer demands and operate efficiently under applicable circumstances.	Agreed
489	The Union demands all jobs have description of job duties.	Management has provided job descriptions by classification to Union leadership.	Agreed
490	The Union demands transfers take precedence over management moves.	Management agrees that transfers are important to the employees; however, Management must be able to determine priority of placement based upon plant needs, training needs, and headcount levels.	Agreed
491	The Union demands the Group Leader job should be a classification.	The Company recognizes the importance of the Group Leader positions and, in light of that recognition, Group Leaders receive a merit increase in pay.	Agreed
495	The Union demands mandated Saturdays be straight 8 hours (5:00 am -1:00 pm).	Management agrees that there are situations in which straight 8 hour shifts make sense; however, Management must determine appropriate production shifts and start and stop times to meet customer demands and operate efficiently under applicable circumstances.	Agreed

Math Cut 11/7/2023

Eric Gott 11/7/2023

Mike A 12/14/2023

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 Clem 12/14/23

Demand No.	Demand text	Company Response	Status
496	The Union demands Jobsetters be classified as skilled trades.	There are distinctions between the Jobsetter and Skilled Trades positions that necessitate different classifications. Skilled Trades requirements are currently based on a selection procedure, which is not strictly based on seniority, testing, evaluations, classes, and completion of thousand of hours of training. The Jobsetter requirements do not necessitate a similar level of training and preparation. The Jobsetters are valued within the Company and are compensated accordingly.	Agreed
497	The Union demands weekly rate hit bonuses.	There are current hourly production rates that are expected to be achieved within all operations, which are developed in accordance with Paragraphs 78 and 79. The compensation package is inclusive of achievement of expected production rates.	Agreed
501	The Union demands the company post job openings on UAW CAS weekly.	The Company is committed to posting job openings on UAW CAS. The Parties will have further discussion on viable options following ratification of the CBA agreement.	Agreed
507	The Union demands more vacation hours based on forced overtime.	The Company currently provides multiple vacation days based upon seniority, in addition to flexible holidays and paid holidays. Employees also receive premium pay and shift premiums related to overtime work.	Agreed
510	The Union demands a two (2) month probation period.	The 90-day probationary period is important to evaluate a new employee's performance and dedication to their new career. The Company will continue to apply the 90 day probationary period provided in Paragraphs 56 and 57.	Agreed
513	The Union demands the elimination of forced "build ahead for the next shift" in the H.T. area. Aside from the extra work load, this is very taxing on the body over time and subjects Controlman to physical injuries.	The Company expects each shift within the H.T. area to build up its own loads. Only if an emergency were to occur, would the Company expect the Controlman to build for a shift that he/she are not working on. Any ongoing issues will be addressed by the Chairperson of the Shop Committee and Labor Relations.	Agreed
517	The Union demands any write up needs to be submitted by management no more than seven (7) days from the alleged incident or it will be dismissed with prejudice.	Management will continue to act with diligence and appropriately investigate incidents potentially leading to discipline.	Agreed
518	The Union demands the Jobsetter classification become a Skilled Trade.	There are distinctions between the Jobsetter and Skilled Trades positions that necessitate different classifications. Skilled Trades requirements are currently based on a selection procedure, which is not strictly based on seniority, testing, evaluations, classes, and completion of thousand of hours of training. The Jobsetter requirements do not necessitate a similar level of training and preparation. The Jobsetters are valued within the Company and are compensated accordingly.	Agreed
520	The Union demands no blocking out Fridays and Mondays if fewer than three (3) people have requested off.	If issues arise where vacation has been denied without effort to accommodate, the issue may be raised to Labor Relations.	Agreed

*Mark Galt 11/7/2023*

*Step L A 12/14/2023*

*Erie Galt 11/17/2023*

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*Cliff M. J. 12/14/23*

Demand No.	Demand text	Company Response	Status
521	The Union demands overtime grievances for each department. Management must ask department personnel before bringing in help from another department or shift.	The Company is aligned with the goal of placing the appropriately skilled and trained individuals into job assignments. For pre-planned absences, the Company will attempt to augment key positions, such as jobsetters and group leaders, daily.	Agreed
522	The Union demands work times be staggered. It's too hard to get a parking spot when you arrive	A sufficient number of parking spots are available for employees.	Agreed
524	The Union demands Coleman buggies for all Heat Treat in Plants 4, 6, 12 and 14 to transport gears, shafts to the labs and other plants.	The Company will review this need with the Heat Treat Control employees and monitor usage of the current number of buggies/bikes.	Agreed
525	The Union demands better routes for Truck Drivers and more help. More machines are added in Plant 12, but not more Drivers.	Documented route assignments are in place for truck drivers. With the addition and rearrangement of machines in Plant 12, the Company will update its evaluation of the STS to confirm proper staffing of assigned routes.	Agreed
527	The Union demands elimination of the 16 hour overtime spread. It is an unfair procedure, as a foreperson can continually skip a person for overtime hours.	The spread does not allow management to continually skip a person as current language requires those inside the spread to be asked before those outside the spread are asked to work extra time.	Agreed
528	The Union demands no direct orders to stagger breaks between two operators in a cell.	The Company must determine the appropriate production schedule to meet customer demands and respond to situations that would otherwise result in downtime, including late arrivals of parts and down equipment.	Agreed
529	The Union demands Pickers have a Group or Team Lead paid as such on each shift.	Current Pickers staffing and job responsibilities do not currently necessitate a group leader; however, as staffing levels and business needs change, the addition of a group leader into the department may be evaluated. There currently is an appointed individual assigned to training for the group.	Agreed
535	The Union demands each Plant Director conduct a detailed monthly audit of a production area with appropriate Zone Committeeperson to include quality, training and safety.	Management is open to scheduling time with the zone committeeperson to discuss key operational topics. For example, the monthly safety observation tour with the Local Chairperson and company leadership.	Agreed
536	The Union demands elimination of Heat Treat Controlmen being used as Truck Drivers to deliver parts between plants and/or being forced to deliver parts outside their designated H.T. area. Further, the elimination of H.T. Controlmen being used to move alloy, skids or any material not production ready for heat treat. (Skilled Trades work)	The Company recognizes that the movement of this material is primarily the work of Material Services Technicians; however, in the rare event that Material Services Technicians are unavailable, the Company may assign Heat Treat Controlpersons to move the material.	Agreed
537	The Union demands Plant 14 high bay storage be its own equalization group. This job requires going 40-50 ft. on a lift truck. This exceeds normal MST duties and employees should know this and not be forced to perform that job in a normal MST rotation.	There is no current need to create a separate equalization group for the high bay work. The Company will continue to provide thorough training for individuals who may be requested to work in the high bay and will ensure the work can be performed safely. The Company, in conjunction with the Joint Placement Team, will evaluate viable options to reflect the requirement of these positions to work at heights in or with the transfer application.	Agreed

Matthew Carter 11/7/2023

Steve L... 12/14/2023

Eric Galt 11/7/2023

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P. Q. M... 12/14/23

Demand No.	Demand text	Company Response	Status
538	The Union demands that open positions be posted by or near seniority boards in all plants. Example: Central Crib opening or Gage Room MR opening.	The Company is committed to posting job openings as feasible. The Parties will have further discussion on viable options following ratification of the CBA agreement.	Agreed
540	The Union demands if furnaces are above 600° or a Nitrex is running, one (1) to two (2) Heat Treat Controlmen should be overseeing the furnaces or Nitrex. (LDS #18 2008)	Management is aligned with adhering to previous demand settlement #18 from 2008.	Agreed
541	The Union demands to re-establish additional classifications to better define duties and stop unnecessary cross training and job responsibilities.	The Company is evaluating, through the training strategy and joint programs subcommittee discussions, the potential for training trainers by department. The Parties are committed to operational excellence, and a key part is cross training and building skill sets for all employees. The Company must determine the appropriate production schedule to meet customer demands and respond to situations that would otherwise result in downtime, including late arrivals of parts and down equipment. The Company significantly invests in machines, such as constraint machines with automation, to ensure proper buffer levels to support assembly lines. Those machines must, and are designed to, run through break times.	Agreed
542	The Union demands to stop running production machines during lunch.	Management will continue to determine the appropriate staffing levels and manufacturing processes to ensure a safe and efficient operation, consistent with Paragraphs 78 and 79.	Agreed
544	The Union demands that any time an adjustment is made to walk path, management and the union MUST conduct a new time study.	With regard to the Group Leader position, the Company will continue to follow Paragraph 59 with regard to seniority and Paragraph 63e.	Agreed
546	The Union demands a Group Leader classification implemented by skill and seniority. Inspectors added to quality departments, since we are paying MS Sorting Companies to inspect quality into supplied material.	With regard to quality inspectors, the Company continues to utilize groups like MS Sorting to inspect supplied materials, as the services of such groups are provided and paid for by the suppliers. Management is aligned with the goals of achieving the proper headcount levels and adhering to the guidelines of Demand Settlement #214, as applicable, in each department to account for vacation and absenteeism.	Agreed
548	The Union demands compliance with Demand Settlement #214 of the 2008 Agreement to maintain vacation replacement personnel.		Agreed
549	The Union demands the return to the Machine Deep Clean schedule (per the ATI Sanitation Audit Module #35 and Demand Settlement #200 of the 2008 Agreement).	The machine deep clean schedule is in effect as part of operational excellence and consistent with Demand Settlement #200.	Agreed
550	The Union demands that all assembly areas in ATI rotate every 2 hours.	Management will determine the appropriate staffing levels to maintain a safe and efficient work environment.	Agreed
553	The Union demands that the Production Augmentation Agreement be expanded to 7 days a week.	The Company is aligned with the goal of placing the appropriately skilled and trained individuals into job assignments. For pre-planned absences, the Company will attempt to augment key positions, such as jobsetters and group leaders, daily.	Agreed

*Mark Cat* 11/7/2023

*Eric Gott* 11/7/2023

*Step R* 12/14/2023

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*Permit* 12/14/23

Demand No.	Demand text	Company Response	Status
554	The Union demands when applying for a transfer that only the designated department options will be noted for the specific classification along with the description.	Management believes that departmental designations may be added to UAW CAS. Management, in conjunction with the Joint Placement Team, will work to implement the change, if feasible.	Agreed
555	The Union demands that Plant 12 Test Stand be deep cleaned and placed on a proper cleaning schedule	The machine deep clean schedule is in effect as part of operational excellence and consistent with Demand Settlement #200.	Agreed
558	The Union demands split plants 3, 4, 6 up on transfer and shift moves.	Tentative agreement	Agreed
632	The Union demands dedicated floor scrubbers for each department with PMs to be completed by bargaining unit garage mechanics.	The Company will maintain current levels and continue to invest in scrubbers and suck tanks as necessary. The Company will also continue to improve training of scrubber and suck tank users to ensure longevity of equipment. Please Issue a Maximo work order for repairs.	Agreed
653	The Union demands adding Job Classification for OJT Trainers in all FMS departments in Plants 4, 6 and 12. (Specified Trainer must be trained and verified) Training Certification.	The Company is evaluating, through the training strategy and joint programs subcommittee discussions, the potential for training trainers by department. The Parties are committed to operational excellence, and a key part is cross training and building skill sets for all employees.	Agreed
654	The Union demands the creation of a Structured OJT (On the Job Trainer) Classification in every Department, in every Plant with validated qualifications.	The Company is evaluating, through the training strategy and joint programs subcommittee discussions, the potential for training trainers by department. The Parties are committed to operational excellence, and a key part is cross training and building skill sets for all employees.	Agreed

*Matthew Cant* 11/7/2023

*Eric Gott* 11/7/2023

*Greg L* 12/14/2023

*Cliff Wright* 12/3/2023

# ALLISON TRANSMISSION NEGOTIATING TEAM



## **BACK ROW:**

**Darrin Nelson**  
#4 Skill Trades  
Committeeman

**Phil Shupe**  
District #2  
Committeeman

**Frank Rossa**  
Zone #2  
Committeeman

**Eric Gott**  
Zone #3  
Committeeman

## **FRONT ROW:**

**Kyle Colbert**  
District #6  
Committeeman

**George Freeman III**  
Bargaining Chairperson

**Justin Byrd**  
District #5  
Committeeman

**Jeremy Derloshon**  
#1  
Committeeman

## **UAW REGION 2B**

**Chris McTaggart**  
Servicing Representative

**Dan Huddleston**  
Servicing Representative

**David Green**  
UAW Region 2B  
Director

**Rick Smith**  
UAW Region 2B  
Assistant Director

**Shawn Fain**  
UAW President