

AGREEMENT

between

**BRIDGEWATER
INTERIORS**

Warren, Michigan

and

International Union,
United Automobile, Aerospace
and Agricultural Implement
Workers of America

U.A.W.

and Local 400

May 13, 2022 – May 15, 2026

AGREEMENT

This Agreement is entered into as of May 13, 2022 by and between Bridgewater Interiors, 7500 Tank Avenue, Warren, Michigan (hereinafter called the Company) and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) and its Local 400 (hereinafter called the Union).

It is the purpose of this Agreement to assure the continuous, harmonious, efficient, economical and profitable operation of the Company's plant; to secure and sustain maximum work effort of each employee covered by this Agreement; to secure full job security for all employees and the best possible standard of living; to create a safe and healthy workplace; and to commit our efforts to a participative environment that supports the dignity and respect of each employee, teamwork, flexibility, customer satisfaction, and continuous improvement. This will set forth the entire Agreement concerning wages, benefits, and conditions of employment.

ARTICLE I SCOPE OF THE AGREEMENT

This Agreement has been arrived at as a result of collective bargaining between the Company and the Union and was approved by the Union membership who are employees at the Bridgewater Interiors facility located at 7500 Tank Avenue, Warren, Michigan. This Agreement is intended to cover all matters including, without limitation, wages, hours, and all other economic matters and other conditions of employment which were raised or could have been raised by the Company or the Union at the time of negotiations, and neither the Company nor the Union shall be required to negotiate further during the life of this Agreement on any subject matter whatsoever.

ARTICLE II NO PRIOR AGREEMENTS

This written Agreement embodies all agreements between the Company and the Union and there are no oral or other written Agreements between the Company and the Union. No amendments to this Agreement shall be effective for any purpose whatsoever unless first reduced to writing and signed by the appropriate Company representative (Human Resources Manager) and the International and/or Local Union representatives.

ARTICLE III COMPANY SECURITY

Section 1: Management Rights

The management of the Company and the direction of the working force are vested solely and exclusively in the Company and shall not in any way be abridged except as specific restrictions are set forth by this Agreement. The Company and the Union have entered into this Agreement with the full understanding that it is the right and responsibility of the Company to manage the facility and its work force and that the only restrictions on that right and responsibility are the specific provisions of this Agreement to which the Company has agreed.

Section 2: Enumeration of Rights

The Company hereby retains the sole and exclusive control over any and all matters concerning the operations, management, and administration of its business; the determination of the location, relocations, or termination, the consolidation or merger with any other firm or entity, the determination of the products to be manufactured or the services to be rendered; the determination as to whether components, piece parts or complete manufactured units or services or any other work shall be made, subcontracted, or purchased; the direction, instruction, and control of employees, including but not limited to the determination of the number of and qualifications of employees to perform work. The determination of quality and quantity standards and the required employee performance in all the job classifications to such standards, the assignment of work or overtime, the right to select, hire, layoff, reclassify, upgrade, downgrade, promote, transfer, discipline, suspend, or discharge; the right to determine job content and to create new job classifications; the right to determine the hours of work, the starting times, the quitting times, the process methods and procedures to be employed; and the right to make and enforce rules including rules covering safety matters, and to perform all functions inherent in the administration, management, control and/or direction of business.

The foregoing enumeration of management rights shall not be deemed to exclude other rights of management not specifically set forth, the Company therefore retains all rights not otherwise specifically covered by this Agreement.

ARTICLE IV RECOGNITION

The Company recognizes the Union as the exclusive bargaining representative of all employees covered by this Agreement for the purpose of collective bargaining with respect to the wages, hours of employment and other working conditions of all production and maintenance employees employed by the Company at its Warren, Michigan facility located at 7500 Tank Avenue, Warren, Michigan, but excluding all office clerical employees, custodial employees (office, cafeteria, and restrooms), professional employees, guards and supervisors. It is understood that only hourly paid production and maintenance employees can be represented by the Union and covered by this Agreement.

**ARTICLE V
UNION SECURITY AND DUES CHECK OFF**

Section 1: Conditions of Employment

As a condition of employment, all employees covered by this Agreement shall, on and after the thirtieth (30th) day following their hire date, become and remain members of the Union.

Employees, whose membership is terminated by the Union by reason of the failure of the employee to tender the periodic dues and initiation fees uniformly required as condition of acquiring or retaining membership, shall not be retained in the employ of the Company.

*See Letter of Understanding – Condition of Employment

Section 2: Non-discrimination for Union membership

The Company will not interfere with, restrain or coerce employees because of membership or lawful activity in the Union, nor will it by discrimination in respect to hire, tenure of employment or any term or condition of employment, attempt to discourage membership in the Union.

Section 3: Dues

During the life of the Agreement, the Company agrees to deduct from the pay of any employee covered by the Agreement contributions for Union dues and initiation fees levied by the International Union, provided the Company receives written authorization to do so. Such written authorization shall be understood to mean that the Company is authorized from that point on to continue deducting whatever amount the Union so designates. The Company shall be held harmless and shall not be liable to the Union or the Employees for any action or actions growing out of these deductions commenced by the Union or any employee against the Company. Whenever possible, all sums deducted under the above provisions shall be remitted to the Financial Secretary of the Union by the end of the month within which such deductions are made.

All deductions shall be made from the first full forty (40) hour workweek in the calendar month or, no later than the third (3rd) week where at least forty (40) hours have been worked during the month.

In the event an employee receives a back-pay settlement or grievance award for any month for which no dues deduction was made, a deduction of dues shall be taken for each month of such settlement or award.

Section 4: Dues Deductions Records:

The Company will furnish the Secretary-Treasurer of the Local Union in alphabetical order a monthly record of those from whom deductions have been made, together with the amount of such deductions. Such lists shall also include employee numbers, current address and telephone numbers and will show employees laid off and recalled during the month, as well as those going on leave of absence and those returning from leave of absence.

Section 5: V-CAP Deduction

- (1) The Company shall deduct the amount checked off from each employee who has completed a voluntary authorization for assignment and check-off of contributions to UAW V-CAP form and deposited the same with the Company. The amount shall be deducted each month such authorization remains in effect. The Company and the Union agree that the signing of this authorization is voluntary and the making of payments to UAW V-CAP are not conditions of membership in the Union or continued employment with the Company.
- (2) The Company shall remit the sums collected at the same time the regular monthly Union dues are remitted. At the time of remittance of such deductions to the Local Union Financial Secretary, the Company will also submit a list of members from whom deductions have been made together with the amounts. The Company further agrees to furnish the UAW V-CAP with a yearly report of each Union member's deductions.
- (3) Deductions for UAW V-CAP shall only be upon delivery to the Company of a signed authorization.
- (4) V-CAP remittance will be provided to the Local Union Financial Secretary as part of normal monthly dues deductions.
- (5) The Union shall protect and hold the Employer harmless from any and all claims, demands, suits, and other forms of liability by reason of actions taken by the Employer to comply with this article.

ARTICLE VI CONTINUITY OF OPERATION

Section 1: No Strikes or Stoppage. There shall be no work stoppages or interruptions, strikes (including sympathy strikes), slowdowns or sickouts, or impeding of work of any kind or nature. No officer or representative of the Union shall authorize, instigate, aid or condone any such activity as referred to above. No employee shall participate in any such activity. In the event any employee or group of employees covered by this Agreement participate in any such unauthorized activity, the Union agrees that upon notification from the Company of such occurrence, it will direct such employee or group of employees to resume normal work activity and will take effective means to terminate the unauthorized conduct, if the activity does not terminate.

The Union (including both the Local and International) shall not be liable to the Company for any and all damages resulting from the unauthorized activity from its inception.

Section 2: Unauthorized Stoppages. Any employee who violates the terms of this Article shall be subject to disciplinary action up to and including discharge.

Section 3: No Lockouts. The Company agrees that there will be no lockout during the term of this Agreement.

ARTICLE VII CUSTOMER RELATIONS

All of us share a common objective - to exceed our customers' increasing expectations. Without customers all of our efforts are of no value. Customer service and satisfaction should be our highest priority.

Bridgewater Interiors enjoys a reputation of maintaining high quality standards at a competitive price. These keys to the continued growth of our company are important to all of us. Our future stability and security are directly tied to the efforts of all of our employees to work efficiently.

Should your tasks at work bring you into contact with a customer representative, be pleasant, and friendly. The enthusiasm which all of us demonstrate presents a positive image of Bridgewater Interiors as a quality and cost-conscious company.

We must continue to exceed customer needs and expectations by providing excellent value through continually improving quality, service, productivity, and time compression. Through continual improvement and innovation in every aspect of our business, we help to ensure the success of our BWI team--customer, employee, and stockholder.

ARTICLE VIII EQUAL EMPLOYMENT OPPORTUNITY NON-DISCRIMINATION

The Company and the Union agree that all employees and potential employees shall be judged on the basis of qualifications and ability without regard to age, sex, sexual preference, race, creed, color, national origin, political affiliation, marital status, or religion. No employee or applicant for employment shall receive discriminatory treatment because of a disability in regard to any position for which the employee or applicant for employment is qualified. Employment opportunities will be provided for qualified disabled veterans and veterans of the Vietnam era.

The Bridgewater Interiors Warren Plant and the Union are sincerely dedicated to providing equal opportunity to all employees and to provide an environment free of discrimination and harassment. This includes a commitment to prevent intimidation, coercion, or discrimination

against any employee in respect to their right to work in an environment free of harassment or in respect to Union activity.

If you think you have been discriminated against, contact your plant Human Resources Manager or the Plant Manager, or you may instead decide to write or call in confidence to:

Bridgewater Interiors, L.L.C.
ATTN: Mrs. C. Elaine Tingle
Vice President HR & Community Affairs
4617 W. Fort Street
Detroit, MI 48209

UAW
ATTN: Frank Stuglin
UAW Financial Secretary/Treasurer
Director of I.P.S. Department
8000 E. Jefferson
Detroit, MI 48214

Discrimination undermines fundamental human values, inhibits performance and deprives us of our full potential. It will not be tolerated. The Warren plant is dedicated to excellence in our work. We will apply this same commitment of excellence to the fair treatment of all employees.

ARTICLE IX NO HARASSMENT POLICY

The Company and the Union will not permit discrimination against team members on the basis of race, sex, or any other protected category.

All employees should, therefore, be aware of the following:

1. Sexual harassment is strictly prohibited. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, unwelcome or offensive touching, verbal conduct such as sexual jokes or suggestive or obscene comments, written or graphic materials, such as sexually suggestive or obscene documents, pictures, cartoons or photos, as well as any other conduct of a sexual nature, whether written, verbal, or physical.
2. Harassment on the basis of any other category protected by law is also strictly prohibited. Under this policy, harassment is conduct that insults, shows hostility towards or makes fun of an individual or group because of his/her race, color, religion, sex, sexual orientation, national origin, ancestry, age, disability or any other category protected by law. This includes, but is not limited to, jokes, comments, slurs, epithets, gestures, posters, cartoons, pictures, drawings, and e-mails.
3. All employees are strictly prohibited from sending electronic messages during work time or on Bridgewater Interiors equipment which contains offensive material related to sex, race, or other protected categories. Similarly, employees who have access to the internet are strictly prohibited from using the internet during work time or while using Bridgewater Interiors' equipment to access internet sites which contain offensive materials related to sex, race or other protected categories.

4. All Supervisors, Managers and Union Officials will be responsible for taking steps to prevent harassment from occurring.

5. Allegations of harassment based on a protected category should be brought to the attention of the Human Resources Manager or the Adient VP Human Resources located in Plymouth, Michigan. An employee is always welcome and entitled to include your Union representative in any of the above discussions.

Each incident shall then be investigated without delay, and the proper course of action will be taken.

ARTICLE X REPRESENTATION

Section 1: Plant Committee. The Company will recognize the following representatives of the Union, provided they are and continue to be seniority and working employees of the Company, for the purpose of assisting in resolving disputes between the Company and the employees in accordance with the Dispute Resolution Procedure set forth in later sections.

Union Representatives shall consist of up to ten (10) working members elected by the membership in any manner they so desire; seven (7) of whom will be stewards evenly distributed over the shifts/crews; and three (3) of whom will be the Plant Bargaining Committee. The Plant Bargaining Committee will consist of one member designated the Chairperson, who shall work on 1st shift / A Crew, two designated as Committeepersons, one of which shall work on 1st shift / A/C Crew and one of which shall work on 2nd shift / B/C Crew.

In the absence of the Chairperson, the Chairperson shall designate one of the Committeepersons to act on his behalf.

In cases of overtime or absences when ordinarily none of the above representatives would be scheduled to work, the union may designate a representative from one of those working.

Additional representatives due to growth will be resolved by mutual agreement.

Section 2: Notification to the Company. The Company will not recognize any employee as a Union Representative who has not been made known to the Company by the Union in writing.

Section 3: Union Activity. No Union Representative shall be permitted to leave his job to enter an area other than his own work area without having been relieved by management to conduct Union business. All Union activity both by the Union Representative and the employees being represented shall be properly recorded on the appropriate documents. Employees returning to their work areas from having been on Union activity will notify their Supervisors upon such return.

All Supervisors involved will make their best effort to be expeditious in freeing up Union Representatives so they can properly and promptly perform their duties.

Section 4: Plant Entry. A plant Union Representative can remain on or enter a shift other than the one to which he is assigned only with the expressed permission of the Management person in charge of the shift. No committee person will be denied a reasonable request to investigate grievances.

The International Representative assigned to the Warren plant located at 7500 Tank Avenue, and/or the Officer or Servicing Representative of UAW Local 400 will be allowed in the plant to investigate grievances that are at his step of the grievance procedure. In such instances the management person in charge of the shift will make himself available as soon as time permits to escort him or them through the plant.

Section 5: Bulletin Board. A glass enclosed bulletin board with lock and key will be provided in the plant to be used exclusively by the Union. The Union will not allow any inappropriate postings.

Section 6: Pay for Negotiations. Beginning with the effective date of this Agreement members of the Bargaining Committee will be paid up to eight (8) hours per day to a maximum of forty (40) hours per week for time spent in future contract negotiations.

ARTICLE XI SENIORITY

Section 1: Definition. Subject to the provision hereinafter set forth, seniority is defined for the purpose of this Agreement as the length of service of any employee with the Company, computed from the last date of hiring and shall apply, subject to the provisions hereof, on a plantwide basis. In the event that you are one of several employees starting work on the same day, your standing on the seniority list shall be determined by the last four (4) digits of your Social Security Number, the lower having the greater seniority.

The seniority of people entering the Maintenance classification from within the plant will be the date they have entered the classification, with the exception of benefits and vacation entitlement. Employees in the Maintenance classification will also continue to accumulate plant seniority.

Section 2: Probationary Period. New employees will be considered probationary employees until they have been employed for One Hundred Twenty (120) days, at which time they will become seniority employees, providing they have actually worked ninety (90) days. During this period, evaluation of the employee's productivity, quality, attendance and safety habits will be made by the Company to determine if the employee is suited to become a seniority employee. If this evaluation is satisfactory, and the employee has actually worked a minimum of ninety (90) days, the employee's name will be placed on the plant seniority list as of the employee's date of hire at BWI Warren. If an employee has not obtained ninety (90) working

days in his first one hundred twenty (120) days of probationary period, his probationary period may be extended until he completes his ninety (90) days.

In computing your seniority, the following shall not be treated as an interruption of seniority:

1. Military leave of absence as provided by federal law.
2. Authorized leave of absence.
3. Layoff
4. Union leave.
5. Medical/Workers compensation except as provided for in Section 4 of this Article.
6. FMLA

Section 3: Types of Employment. During the probationary period you should be evaluating the work, work conditions, and the Company to decide if you wish to become a regular full-time employee. Also during this period, evaluations of your productivity, quality, attendance and safety habits will be made by the Company to determine if you are suited for full-time employment at this facility.

During the probationary period employment will be assigned, reassigned, retained or terminated without regard to seniority and no grievance shall arise from such actions. The only exception will be if an employee alleges that his termination was a direct violation of his legal rights listed under Article VIII of this Agreement. In these instances, grievances can be written if the employee has successfully completed thirty (30) calendar days with the Company prior to his termination.

Section 4: Seniority List. An up-to-date seniority list will be furnished to the Union within thirty (30) days of the signing of this Agreement and every month thereafter. Interim copies will be furnished upon request of the Chairman. The seniority list will contain the name, seniority dates, and current classification of the employees. The Union will notify the Company in writing if it finds errors within the list.

Section 5: Loss of Seniority

An employee shall lose all seniority rights if:

1. The employee quits or retires.
2. The employee is discharged and not reinstated.
3. The employee is absent from work for three (3) consecutive work days without calling and fails to provide a reason acceptable to management.
4. The employee fails to return to work within three (3) work days of the end of an approved leave of absence without a reason acceptable to management or, within three (3) work days of the expiration of the leave of absence, fails to provide the Company with proof of his inability to return.

5. In cases of layoff of an unknown duration, the employee fails to return to work from layoff within three (3) work days following the recall. In cases of layoff of a known duration, employees must return to work immediately.
6. The employee has been on continuous layoff or leave of absence for five (5) years or their length of service, whichever is less.
7. Obtaining or engaging in employment while on leave of absence unless authorized by the Company.

Section 6: Addresses and Phone Numbers. Any time the Company has to communicate with an employee away from the plant, the Company will rely only on the most recent address or phone number on file in the Human Resources Department. Employees are required to report all changes immediately and in writing to Human Resources and the designated Union official.

Section 7: Layoff. Layoffs lasting no longer than four (4) consecutive weeks (short term) can be handled by laying off by classification, work group and shift/crew without regard to seniority. If there is a need for a reduction in force for a portion of a classification or work group, the Company will lay off as follows: volunteers by seniority; then probationary employees, if applicable; then lowest seniority employees.

When layoffs are expected to last more than four (4) consecutive weeks (long term), the least senior employees in the Plant will be laid off first, starting with probationary employees. An employee displaced from his classification or work group may use his plant seniority to displace the least senior employee in the bargaining unit.

During any layoff situation the Union Bargaining Committee will have super seniority, provided they can do the work without additional training. The stewards shall head the seniority lists for their respective shifts for the purpose of layoff and recall providing they have the ability to perform the required work.

The parties agree that maintenance will not be displaced as a result of a layoff. All other Non-Interchangeable employees will not be displaced as a result of a layoff with the exception of probation and temporary employees.

Employees will be recalled to their home classification or into the plant in line with their plant seniority.

Section 8: Programs, Classifications

The Programs currently in the plant: F-150 and Ram

<i>Classification</i>	<i>Layoff Status (Long Term)</i>
Assembly Ram	Interchangeable
Utility Ram	Interchangeable
Blind Audit Ram	Non-Interchangeable
Material Handler DT Ram	Non-Interchangeable
PIV Operator Ram	Non-Interchangeable
EOL Inspection Ram	Non-Interchangeable
Team Leader Ram	Non-Interchangeable
Assembly F-150	Interchangeable
Utility F-150	Interchangeable
Blind Audit F-150	Non-Interchangeable
Material Handler F-150	Non-Interchangeable
PIV Operator F-150	Non-Interchangeable
EOL Inspection F-150	Non-Interchangeable
Team Leader F-150	Non-Interchangeable
Maintenance Tech I	Non-Interchangeable
Maintenance Tech II	Non-Interchangeable

Section 9: Job Posting.

- (A) Job openings (including the shift, rate of pay, date/time posted and date/time it will be removed) will be posted on the bulletin board for a rolling seven (7) day period. Interested employees should apply for the job by signing the job posting within this time period. Normally, the Company will offer the job by seniority within five (5) working days after the removal of the posting. The employee should be placed on the new job no later than the Monday following ten (10) working days after they are awarded the bid. If, for the Company's convenience, the employee is not placed by Monday then the employee shall be paid at the higher job rate (if applicable).
- (B) The criteria for job selection and promotion will be based on seniority*, except for the Maintenance Classification and any other premium paid classifications. For selection into the Maintenance or any other premium paid classifications, the criteria for job selection and promotion will be based on skill, experience, quality of work, education and attendance. When the qualifications are relatively equal the person with the greater seniority will be awarded the position. In these instances, while length of service contributes to efficiency, it must also be recognized that qualifications do vary between employees regardless of length of service. Every effort is made to make selection so that the most qualified person is chosen. Normally, the Company will select from within, but when no suitable candidates are available, the Company will recruit from the outside.

*Effective January 1, 2005, for job openings in the Material Handler (currently PIV) Classification, applicants must be licensed to drive a forklift prior to application, and the criteria for job selection will be based on seniority of those applicants who are licensed. The Company will establish a program for employees to obtain a license for operating a forklift. The Company will post for volunteers semi-annually, if necessary to maintain at least five (5) (per shift) trained material handler pool. The top five (5) senior employees will be provided opportunity to go through the licensing process. If at any time the Company needs to increase the number of employees in this pool, they may do so with agreement from the Union. No reasonable request will be denied.

- (C) When a selection has been made internally, the individual being selected may have up to thirty (30) working days to qualify (unless it is mutually agreed upon to extend this period). During this period, should the employee not meet the criteria, satisfactorily perform the job, or request to be removed from the job, the employee will be returned to his/her former classification providing their length of service makes available a position in that classification. In these instances, the next senior employee from the original posting will be awarded the position, except for the Non-Interchangeable classifications. For the Non-Interchangeable classifications, the position will be re-posted.
- (D) If a work reduction occurs during this qualification period, the employee will be returned to his/her former classification, providing their seniority makes available a position in that classification.
- (E) Bids received after the posting period for a particular job is over will be considered void. Employees, during the probationary period, are eligible to bid on job postings. No job will be posted for bid while there are employees laid off from that classification. Employees who bid and qualify and employees who bid and ask to be removed are only permitted to bid on additional jobs after six (6) months, unless no one else has applied.
- (F) The Company will provide the UAW Bargaining Committee with a copy of the job postings after they are complete.
- (G) One time per year, employees that are assigned to a classification outside assembly can request removal from their current classification to return to an assembly classification provided there is an opening, and a written request is provided to the Human Resources Department. Once granted the employee will be moved once a backfill for their current position is filled.

Section 10: Temporary Transfers. The Company shall have the right to temporarily transfer the seniority employees on the same shift from one classification to another to cover for employees who are absent due to illness, accident, vacation, or leaves of absence or fill temporary jobs or conditions for situations that may arise for a period not to exceed thirty (30) working days with the provision that it may be extended by mutual agreement with the Bargaining Committee.

Section 11: Shift Preference. *Employees will be allowed to switch to another shift/crew once every six (6) months providing they have enough seniority and it is within their current classification. Requests to switch shifts must be given to Human Resources in writing to be honored within 30 working days. The thirty (30) working days may be extended due to special circumstances such as a product launch.

Section 12: Temporary Shift Trade. An Employee may request another employee who works in the same classification and work group and who is from another shift to voluntarily exchange shifts with him. This shift exchange may be for a minimum of one (1) week or a maximum of two (2) weeks. A written request must be submitted to Human Resources and approved by the Company prior to the exchange taking place. A copy will be provided to the union. Employees will not be permitted to temporarily exchange shifts in excess of two (2) weeks in a six (6) month period. The Company will not be required to pay overtime as a result of a shift exchange.

Section 13: Transfers Outside the Bargaining Unit. Employees transferring outside of the bargaining unit will have their seniority suspended. If at any time within six (6) months after the transfer an employee requests to return to the bargaining unit and the Company agrees, he/she will return with the amount of seniority (for salary and benefits purposes only) he/she had at the time he/she is transferred out.

Section 14: Work Group Preference. In order to give employees opportunities to preference another work group within their classification and shift/crew, based upon seniority, a preference system will be maintained.

Employees will be allowed to switch to another work group once per year providing they have enough seniority and it is within their current classification and shift/crew. Requests to switch work groups must be given to Human Resources in writing to be honored within thirty (30) working days. The thirty (30) working days may be extended due to special circumstances such as a product launch.

Work Groups by program and shift /crew are defined as:

Assembly Ram Classification:	Driver, Passenger, 60%, and 40%
Assembly F-150 Classification:	Driver, Passenger, 2nd Row and 20%

The Company will notify the Union prior to implementing a change to the work groups.

Section 15: Classification Preference. Additionally, twice (2) during the life of the agreement, employees may preference between the F-150 and Ram assembly classifications, providing they have enough seniority. Request to bump between the classifications must be given to the Human Resources in writing to be honored within thirty (30) working days. The

thirty (30) working days may be extended due to special circumstances such as a product launch by mutual agreement with the Bargaining Committee.

ARTICLE XII LEAVES OF ABSENCE

Medical Leaves of Absence of five (5) days or more with no break in seniority will be granted in cases where the Company is furnished medical documentation proving that the employee is totally incapacitated. Supplemental proof must be furnished any time the Company requests in order for the leave to continue.

The Company retains the right to have any employee examined in connection with a medical leave of absence. Whenever a dispute arises between the employee's physician and the Company's chosen physician, a third physician, who shall be impartial, will be used. The cost of the third physician will be paid by the Company.

Medical leaves of absence for disabilities related to work or unrelated to work are for the purpose of recuperation. Any employee working for enumeration while on medical leave without the consent of the Company will be subject to discharge.

Public Office Leaves of Absence with no break in seniority will be granted to employees who have been elected to public office. The leave of absence will be for the length of the original term of office only.

Personal Leaves of Absence of at least five (5) working days and for no more than thirty (30) calendar days will be granted with no break in seniority for reasons acceptable to the Company. The leave may be extended by mutual agreement of the Company and the Union.

Military Leave of Absence will be granted in accordance with applicable laws. In addition, employees who are members of the National Guard or Reserves will be paid the difference for up to forty hours per week, between their straight time pay and their regular military pay for time spent at mandatory summer camp for a maximum of two weeks.

Union Leave – Any employee elected or appointed to an office or as a delegate in the Local or International Union, United Automobile, Aerospace and Agricultural Workers of America, will be granted a union leave of absence without compensation for the length of the appointment. Seniority will not be interrupted while on leave.

Seniority will accumulate during leaves of absence.

ARTICLE XIII HOURS OF WORK

Section 1:

The plant operating schedule and production shifts will be set to schedules. A normal schedule will be Monday through Friday eight (8) hours per day. If a need to change from the normal schedule arises after it has been set, employees involved in the change will be given as much notice as reasonably possible. The plants operating schedule will be posted upon ratification of this Agreement. The Chairperson will be notified of any change to the normal schedule. Once a normal schedule is set it will not be changed unless it jeopardizes our ability to satisfy our customer's demands.

Section 2: Prior to implementing an alternative schedule such as a four (4) day, 10 hour work schedule the parties agree that they would have to agree on how such things as vacation, holidays, jury duty and bereavement would be handled. Any section of the contract that conflicts will be amended accordingly. It's understood, though, that whether through time off or pay in lieu of time off, neither side should reap an unexpected reward simply because of this change in work hours.

Should a new shift be added, the Company will solicit volunteers (by seniority) from the affected classification to move to the new shift. Should an insufficient number of employees volunteer, the lowest seniority employee(s) will be forced to the new shift. Affected employees will be given at least one (1) week notice prior to the date of the move to the new shift.

Section 3: Lunch and Breaks. Each employee working an eight and one half (8.5) hour, five (5) day work schedule, will be entitled to one thirty (30) minute unpaid lunch break during the middle of the shift and two fifteen (15) minute breaks, one prior to lunch and one after lunch. In addition to the above, employees will be entitled to a ten (10) minute break after working nine hours providing at least 10 hours are to be worked

Each employee working an eight (8) hour per day, five (5) day work schedule, will be entitled to one twenty (20) minute paid lunch break during the middle of the shift and two (2), ten (10) minute breaks, one prior to lunch and one after lunch.

Each employee working a four (4) day, ten (10) hour work schedule, will be entitled to two (2) twenty (20) minute breaks during each shift and a thirty (30) minute unpaid lunch break. In addition to the above, employees will be entitled to a fifteen minute (15) minute break after working eleven hours providing at least 12 hours are to be worked.

Section 4: Overtime.

(A) General

Generally speaking, overtime will be on a voluntary basis rotated based on equalizing overtime opportunities.

(B) Overtime Requirements

The requirement to work overtime will be based on the premise that we cannot shut down the Customer or cause an interruption in their process. To guarantee this, it goes without saying we would have to produce product to support the Customer's requirements. This would have to include replenishing any shortfalls in our banks. And, we would also have to assure projects are on target and that machines and equipment are always in the ready mode.

Entire shifts/crews or work groups may be required to work overtime. In cases where less than an entire shift/crew or work group is required to work overtime, the company shall solicit for volunteers on a rotating basis from among seniority employees in the affected work group(s) and shift/crew. If an appropriate number of volunteers are not available, overtime will be rotated by seniority (low seniority to high seniority) employees with less than one (1) year of service. If there are no employees with less than one (1) year of service, the lowest seniority employee(s) in the affected work group on the shift/crew will be required to work the overtime.

Employees in their probationary period may not be required to work the overtime.

Work Groups by program and shift /crew are defined as:

Assembly Ram Classification:	Driver, Passenger, 60%, and 40%
Assembly F-150 Classification:	Driver, Passenger, 2nd Row and 20%

The Company will notify the Union prior to implementing a change to the work groups. For overtime that is not classification or workgroup specific, such as plant clean-ups, overtime will be on a voluntary basis with first choice going to the most senior employee(s) on the shift/crew. If an appropriate number of volunteers are not available, the lowest seniority employee(s) on the shift/crew will be required to work the overtime.

(C) Overtime Notification

Notice of weekend overtime will be given by noon on Thursdays providing the Company knows by then. Notice of daily overtime will be given by the end of the second break providing the Company knows by then. Regardless of when notice is given however, nothing will preclude employees from having to work daily and weekend overtime after having been notified of the requirement to work.

(D) Overtime Pay

The following language applies to employees on a 5 day / 8, 8.5 hour work schedule.

Hours worked over eight (8) hours in a twenty-four (24) hour period will be paid at time and one-half the employee's regular straight time hourly rate. Overtime worked on a Saturday for shifts that start on a Saturday will be paid at time and one-half the employee's straight time hourly rate.

Overtime worked on a Sunday or on a Company observed holiday, for shifts that start on the Sunday or the Company observed holiday, will be paid at double the employee's straight time hourly rate. This will not apply if Sunday is part of your regular weekly schedule.

The following language applies to employees on a 4 day / 10 hour work schedule:

Hours worked over ten (10) hours in a twenty-four (24) hour period will be paid at time and one-half the employee's regular straight time hourly rate. Hours worked on their 5th and 6th day worked of their work week for shifts that start on their 5th and 6th day of their work week, will be paid at time and one-half the employee's straight time hourly rate. Hours worked on their 7th day worked of their work week or on a Company observed holiday for shifts that start on their 7th day of their work week or the Company Observed Holiday, will be paid at double the employee's straight time hourly rate.

(E) Special Assignments

An employee or team of employees may be needed to help with various projects such as the preparation for a launch, training, etc. When employees are needed for a special assignment, the Bargaining Chairperson will be notified in advance and then a list will be posted for a rolling seven (7) day period for employees to volunteer for that assignment. The senior employee who is qualified will be selected to be part of the special assignment team. The employee(s) selected may be required to work overtime or during a layoff period. These individuals may not be displaced by other employees for overtime or during a layoff providing they are working on the special assignment.

(F) Training

During certain times such as new product launch, a change in the existing product or process or the addition of new business, it may become necessary to train new and/or existing employees within a workgroup. The Just-in Time environment does not always leave time for training during normal work schedules. As a result, this training may need to be done on overtime or during a layoff period. In these instances, the Company shall have the right to schedule employees to work overtime and/or during a layoff period within a workgroup. These individuals may not be displaced by other employees for overtime or during a layoff. This may also include support personnel from other departments who may need training within that workgroup. This training will be done in seniority order within the workgroup.

Section 5: Reporting and Call-in-Pay. Any employee sent home before having worked four (4) hours, or permitted to come to work without having been properly notified that there would be no work, shall receive a minimum of four (4) hours pay at their straight time hourly rate, except in cases of labor disputes, flood, fire, explosion, windstorm, or other acts of God or reasons beyond the control of the Company. Under this Section employees must perform any assignment of work available.

ARTICLE XIV GRIEVANCE PROCEDURE

An employee having a dispute regarding the application or interpretation of the provisions of this Agreement may process the complaint in the following manner.

Step One. The employee should discuss the issue with his immediate supervisor and may also request the presence of his Union Representative and the next level of Management. Complaints shall not be subject to this procedure if they are not formally brought to the attention of the Company through the Supervisor within three (3) work days of the time the grievant knew or reasonably could have known of the facts surrounding the occurrence. The Supervisor must answer the grievance within two (2) working days. Ideally, disputes will be resolved at this step. Disputes resolved at this step will not be precedent setting without the approval of the head of the Bargaining Committee and the Human Resources Manager. If the parties are unable to reach a satisfactory resolution at Step One, the matter may be referred to Step Two.

Step Two. If the matter is not satisfactorily resolved in Step One, it must be submitted to the Human Resources Manager by the Union within three (3) working days after receipt of the Supervisor's answer, on a form provided by the Company, and signed by the grieving employee. The Company will respond to the grievance in writing within three (3) working days. If the parties are unable to reach a satisfactory resolution at Step Two, the matter may be referred to Step Three.

Step Three. If the matter is not resolved in Step Two, the Union has three (3) working days to appeal from the date of the Company's second step answer to appeal the grievance to step Three. A third step meeting with the bargaining committee and Company representatives will be held at a mutually agreed upon time and date. Generally speaking, 3rd step grievance meetings will be held once each month (or more frequently if mutually agreed upon by the Company and the Union) providing there are grievances at the third step. Further, the Committee will be given at least one hour before the start of the meeting to confer amongst themselves. The Company will respond to the grievance within three (3) working days after the third step meeting. If the parties are unable to reach a satisfactory resolution at Step Three, the matter may be referred to Step Four.

Step Four. If the matter is not satisfactorily resolved at Step Three, the Union has three (3) working days from the date of the Company's third step answer to appeal the grievance to Step Four. In order to ensure the spirit of the partnership agreement and protect the principle from which it originated, the local committee will send a copy of all non-discipline grievances appealed to step Four to the National Department Assistant Director prior to the fourth step meeting. A fourth step meeting will be scheduled with the Bargaining Committee, Local President and/or Local Representatives, the UAW International Representative, a UAW National Department Representative and Company Representatives. The meeting will take place at a mutually agreed upon time. The Company will provide the Union with a final answer to the grievance within three (3) working days after the fourth step meeting. The local

committee will provide the Company's final answer to the grievance to the Regional Director or their representative and the Vice President of the National IPS Department or their representative. If the parties are unable to reach a satisfactory resolution at Step Four, the matter may be referred to Step Five, arbitration.

Step Five. If the matter is not satisfactorily resolved at Step Four, the Union may request final binding arbitration by: 1) notifying the Company in writing that the final answer is not satisfactory and 2) sending a letter to the American Arbitration Association requesting a list of seven available arbitrators. The notice and the letter must be submitted within fifteen (15) work days after the Company sends the Union its final Step Four answer. The arbitrator will be selected from the list by both the Company and the Union each alternately striking a name from the list until only one name remains.

The arbitrator shall not have the power to add to, ignore or to modify any of the terms and conditions of this Agreement. His/her decision shall not go beyond what is necessary for the interpretation and application of this Agreement or the obligations of the parties under the Agreement. The arbitrator shall issue a written decision and explanation of the award within 30 days after the close of the hearing and submission of briefs, if any. The decision shall be final and binding on the parties. Only one grievance can be submitted for decision in an arbitration, unless the parties otherwise agree. Each party agrees the Cost of Arbitration will be borne by the losing party. All other expenses shall be borne by the party incurring the expense. If any of the filing or appeal time limits are not met for a particular grievance, the grievance will be defaulted but without setting precedent for future cases.

Prior to a grievance being submitted to arbitration, the parties, provided they both agree, may attempt to settle the grievance through the mediation process.

Grievances alleging improper discharge or suspension of an employee may be filed at step three (3) of the grievance procedure, within three (3) days of the discharge or suspension.

Time limits for each step of the grievance procedure may be extended by mutual agreement. Grievance meetings between Management and the Bargaining Committee when necessary, will be held on dates and at times by mutual agreement, but in no event, less than once per month.

By mutual agreement of the parties, either party may request that a grievance be referred back to the preceding steps of the grievance procedure for the purpose of further investigation of the facts or the disclosure of new evidence. The party requesting that the matter be referred back shall disclose in writing at the time of the request the basis for the request.

Overtime During Grievance Meetings

If a Union Representative is required for the purpose of attending grievance meetings prior to, or after, his scheduled shift, the time spent in such meetings shall be considered as part of his scheduled work hours. Time worked in excess of his scheduled work hours, as defined above, shall be paid as overtime at the applicable overtime rate.

Union Representative Release for Union Business

Union Representatives will be released from their jobs with pay with the approval of their Supervisor for the purpose of processing grievances and meeting with the Company Management during working hours. Union Representatives will be released within 20 minutes of the time the request is made. The 20 minutes may be extended by mutual request. No reasonable request will be refused. Claims of abuse of this paragraph by either party can be processed via the grievance procedure.

International Representative Access

The Company will allow the International Representative and/or the Local Union President and/or Local Representative(s) the right to enter the plant premises for the purpose of grievance investigation and/or to meet with the Union representatives and meeting with the Company. It is understood that such official will call the Company in advance of any such visitation and give the Company notice.

The Bargaining Committee may have the assistance of the Local President, Local Representative and/or the International Representative for processing of grievances for the first year of the Agreement.

Reinstatement of Grievances

The Company and Union mutually agree that the satisfactory and final resolution of employee complaints in the grievance procedure, by authorized Employer and Union officials, results in a final and binding determination for both parties as well as the employee involved. If the UAW's International Executive Board, Public Review Board, or Constitutional Convention Appeals Committee decides that an employee's grievance was improperly withdrawn from the grievance procedure by the Union or the employee did not participate in the settlement of the grievance, upon written request from the International Executive Board the grievance will be reinstated at the same level at which it was originally withdrawn. In no event can a grievance be reinstated more than two years after it was originally withdrawn. The Company will not be liable for any back pay or other damages for the period between withdrawal and reinstatement.

This reinstatement of grievances provision and the Company's obligation to reinstate grievances can be terminated by either party upon thirty (30) days notice in writing.

Miscellaneous

- A. Working days shall reflect Monday - Friday.
- B. Employees will not be denied union representation during a discipline or discharge.
- C. The Company shall be required to pay any settled grievance award within fifteen (15) days of such settlement. The Union will receive a copy of any such settlement.
- D. When rendering discipline, the Company will not take into account any prior infractions by the employee which occurred more than twelve (12) months previously for the purpose of processing to the next step of the discipline procedure.

**ARTICLE XV
WAGES**

Section 1: Rates of Pay. See Schedule A

Section 2: Shift Premium. Employees regularly assigned to the B Crew and 2nd shift will be paid a \$.50 per hour shift premium. Employees regularly assigned to the Ram 3rd shift / Ram C Crew will be paid \$1.00 per hour shift premium. Employees regularly assigned to the F-150 C Crew will be paid \$1.50 shift premium. If an employee works a shift different from their regularly scheduled shift, they will continue to receive the shift premium of their regularly assigned shift.

Section 3: Pay Day. Employees will be paid on Friday for time worked the week ending the previous Saturday. This pay will cover all hours worked during the one-week period ending on the Saturday preceding the pay day.

Employees will be required to have direct deposit to the financial institution of the employees choice. Employees will be required to have paperless check advices. Employees can view their check detail via the employee portal or the ADP mobile application and the option to view/print via the employee portal. The employee portal is available 24/7.

Section 4: New Classifications. If the Company elects to create a new classification, it will inform the bargaining committee in writing setting forth the classification and the rate of pay.

The Union shall have ten working days to dispute the rate of pay assigned to the classification. If at the expiration of the ten working days no formal dispute has been filed, the rate established is changed as a result of the Union filing a dispute, the new rate agreed upon shall be applied retroactively to the date it was initially established.

Section 5: Progression. New hires (except for Maintenance) will progress from start to top in 60 months (see chart below). Maintenance will maintain the current progression. Employees must be active for the rate increase to go into effect.

July 17, 2022

	12	24	36	48	60
Start	Months	Months	Months	Months	Months
\$17.50	\$18.00	\$18.50	\$19.50	\$20.50	\$24.00

May 15, 2023

	12	24	36	48	60
Start	Months	Months	Months	Months	Months
\$17.50	\$18.00	\$18.50	\$19.50	\$20.50	\$24.50

May 13, 2024

Start	12 Months	24 Months	36 Months	48 Months	60 Months
\$17.50	\$18.00	\$18.50	\$19.50	\$20.50	\$24.75

May 12, 2025

Start	12 Months	24 Months	36 Months	48 Months	60 Months
\$17.50	\$18.00	\$18.50	\$19.50	\$20.50	\$25.75

Section 6: Maintenance Classifications. New Hires into Maintenance classifications may be brought in above the start rate depending on documented skills and experience. The same will hold true for employees bidding into the Maintenance classification.

Section 7: Plant Bonus Program. Seniority employees will participate in the Company Plant Bonus Program beginning October 1, 2018. The Bonus payout will be paid out semi-annually with metrics being defined based on program and shift with the exception of safety and will be based on achievement of goals to be defined by the Company.

ARTICLE XVI HOLIDAYS

Section 1: Holiday Observance. Employees will observe the same holiday schedule as their customer.

Section 2: Holiday Pay. To qualify for holiday pay, the employee must:

- Be a seniority employee
- Have been scheduled to work if the day was not observed as a holiday (unless the day is not worked as a result of a ten (10) hour, four (4) day work week, the employee will receive eight (8) hours of pay at their regular straight time rate)
- Work the plant's scheduled work (full) day before and after the holiday. (An employee may be up to one (1) hour late for work on the plant's scheduled work day before or after the holiday and still receive holiday pay, however normal attendance guidelines will still apply.)

Section 3: As it Relates to LOA/Layoff. Employees who go on a Company approved leave of absence or who are laid off the week of the holiday or return from a Company approved leave of absence or layoff the week following the holiday will receive holiday pay.

**ARTICLE XVII
VACATIONS**

(A)	Less than 1 years	*note
	Less than 5 years	80 hours
	Less than 8 years	96 hours
	Less than 15 years	120 hours
	15 or more years	160 hours

The above entitlement is based on the employee working a minimum 1000 hours during the previous year and the employee's years of service on December 31st of each year. Less than 1000 hours worked will result in a pro-rated entitlement.

*note: Employees with less than one year of service on their first January 1st, will be entitled to one (1) day for each full month of service to a maximum of ten (10) during the year starting with their first January 1st.

(B) Shutdown

The Company anticipates shutting down the plant each year to coincide with its customers' shutdown. When this happens, the Company will give all employees as much advance notice as reasonably possible. With respect to shutdowns, employees will not be required to use vacation.

(C) Unused Vacation

An employee with at least two (2) weeks' vacation entitlement may elect to receive payment for up to fifty percent (50%), rounded to the next whole day, of their unused and unscheduled time in lieu of taking time off during the vacation year. Employees will be paid within two weeks after the written request is received by Human Resources. Employees who do not take or schedule all their current year's vacation entitlement by the end of November will be paid for their unused vacation hours no later than the end of the third week of December.

(D) Vacation Approval

Vacation time will be approved on a first come first serve basis after the November sign up period. During the 1st week of November, requests for full weeks will be granted by seniority for the upcoming vacation year. During the 3rd week of November, requests for single vacation days will be granted by seniority for the upcoming vacation year. Employees will be notified in writing if their vacation time-off request has been approved. Due to Customer requirements, the number of people allowed off from the same area at any one time may have to be limited. When this occurs, seniority will be the deciding factor.

Generally speaking, 5% of the workforce will be allowed off on vacation on any given day. However, this is not to say that it has to be limited to 5% nor does it mean that the Company

can't limit the number off from any one area if the Company believes the operation will be negatively impacted.

If after one year's time either the Plant Bargaining Committee or the Plant Manager expresses some concerns over the fairness or effectiveness of this section, they will meet to hear each other's concerns. If no mutual resolution is reached, the matter can be elevated to the Local/National level. At this point, the parties can agree to utilize the services of a mediator.

Guiding this whole process should be the premises that employees have a right to be treated in a fair and non-capricious manner and the Company has to be able to operate in an efficient manner as possible.

A week of vacation begins on Monday and ends on the following Sunday. If an employee has scheduled and received approval for a vacation day on a Friday, he/she is not required to report to work on the Saturday or Sunday ending the week the Friday vacation day has been scheduled.

Vacation may be taken in half day or full day increments only.

(E) Emergency Vacation Days

Each calendar year, employees will be allowed to use two (2) of their earned vacation days for an emergency. Employees must notify the company at least thirty (30) minutes prior to the start of their shift in order to use a vacation day for their emergency absence. An "Emergency Vacation Day" may only be taken in a full day increment.

ARTICLE XVIII GENERAL

Section 1: Safety and Health. It is the Company's responsibility to provide each employee with a safe and injury-free work environment. It is each employee's responsibility to abide by the safety rules and policies established by the management of the facility.

The parties agree that safety and health are of utmost importance. The Company will continue to make efforts to provide for the safety and health of its employees during working hours and the Union will cooperate with and support efforts to eliminate accidents and health hazards and with the implementation of the safety rules.

The UAW/BWI Joint Safety and Health Committee, comprised equally of both salary and bargaining unit employees (selected by the Chairperson of the Bargaining Committee) throughout the plant, will be involved in the safety program. Representatives of the joint Safety and Health Committee will meet with the Plant Manager (or his/her representative) monthly. The Company and the Union will alternate taking and distributing minutes of these meetings.

Section 2: Jury Duty. An employee who is summoned and reports for jury duty shall be excused from work for the days on which he serves and shall receive, for each such day of jury service on which he otherwise would have worked, the difference between the amount paid by the Court and the regular day's pay. The Company's obligation to pay an employee for jury service is limited to eighty (80) hours in a calendar year. The employee will present proof of service and the amount of pay received for jury service. Provisions of this Section are not applicable to an employee who without being summoned, volunteers for jury duty.

Section 3: Bereavement. In the event of the death of any of the relatives listed below, an employee will be entitled to up to three (3) days (Monday - Friday) off with pay to attend the funeral and other associated matters. However, if an employee works a 3-crew operation where Saturday and Sunday are normal work days then he would be entitled to bereavement payment up to three (3) days including Saturday and/or Sunday for the employee on funeral leave. Parent or Legal Guardian, Child, Current Spouse, Brother, Sister, Grandparent, Daughter-in-Law, Son-in-Law, Grandchild, Mother-in-Law, Father-in-Law, Sister-in-Law and Brother-in-Law. Extra time off without pay will be granted in the event of the death of a child, spouse or parent.

Employees will be allowed one (1) day off with pay to attend the funeral of any of the following relatives: Aunt, Uncle, Niece, Nephew, Great Grandparents, and Grandparents of spouse. Additional time off (unpaid, excused absence) may be granted for travel purposes on a case-by-case basis.

*Step, Half and current foster relationships will be treated as blood relationships

Bereavement pay for employees working an eight (8) hour, five (5) day work week, will be paid at eight (8) hours at their regular straight time rate. Bereavement pay for employees working a ten (10) hour, four (4) day work week, will be paid ten (10) hours at their regular straight time rate.

Section 4: Temporary Employees. The Company reserves the right to use temporary employees for vacation, leaves of absence, and absenteeism replacements and for other short-term absences as well as for workloads of a specific duration and unique assignments not generally associated with production and maintenance work performed at the Warren plant.

Temporary employees cannot be used while there are full-time employees on involuntary layoff unless agreed to by the Union.

Temporary employees will not be covered by the labor agreement. They will be paid no greater than the starting rate for the assembler classification; will not accumulate seniority and will not be entitled to benefits.

Section 5: Education Assistance. Effective immediately, seniority employees will be eligible to participate in the Company's Tuition Reimbursement plan; please see HR for information.

Section 6: Personal Pronouns. Whenever the pronoun "he" or "his" is used herein, it is intended to apply with equal force and effect to females.

Section 7: Savings Clause. This Agreement shall be subject to all valid applicable laws. If any provision of this Agreement shall be held invalid due to new or existing laws, the Section affected shall be stricken from this Agreement.

Section 8: Union Office. The Company will provide an office to be used by the Union for Union related business. This office will include a desk, chairs, phone, computer, printer and a file cabinet. The Union is expected to follow the plant's housekeeping practices.

Section 9: Production Standards. It will be the understanding at the Warren plant that as far as employee performance is concerned there are no production standards. Rather, employment will be based on the principle of a 'fair day's work for a fair day's pay'. It is further understood that anytime the employees believe that the Company is not living up to this principle with respect to expected work effort, upon request by the Union, the UAW International Industrial Engineers will be allowed to review the particular work area. If after that review, the Company and the UAW Industrial Engineers can't come to terms, the matter can be submitted to arbitration.

Section 10: Communications and Information. To enhance communication, the Plant Manager and top Management team will meet with the Bargaining Committee on a monthly basis to keep them updated on plant issues. This will include updates on the key measures of the Warren Plant. The Union will provide an agenda of any other general issues they wish to discuss.

Section 11: Sales and Merger. The Company will not sell its Warren automotive seating business to a purchaser who continues to supply seats to the current customers unless the purchaser agrees to assume this labor agreement.

Section 12: Relocation of Work. In the event the work currently being produced at this Warren location is moved to another BWI or Adient location within one hundred (100) miles of 7500 Tank Avenue, the employees employed at Warren (7500 Tank Avenue) will be given job opportunities prior to any new employees being hired. The Company will notify the Union as soon as reasonably possible concerning the relocation.

Section 13: Occupational Injuries. The parties agree it is desirable where feasible to provide jobs for employees who have restrictions relating to occupational injuries. In an effort to help the rehabilitation process, the Company will attempt to identify available, productive jobs for employees with occupational injuries, subject to the nature of the restrictions and the availability of productive work. The Company will provide the Union with a list of any employees who are working in the plant with restrictions (occupational and non-occupational). The list will include the specific restrictions of each employee.

Section 14: Injured Employees. Employees who are injured at work and who must leave work for medical treatment will be paid for time they were unable to work on the day of the

injury and for time spent during their normal shift only at a follow-up doctor's appointment that has been approved by the Company's workers compensation administrator.

In Accordance with Michigan State Workers Compensation law, employees will be paid the applicable mileage rate for travel to and from doctor appointments that have been approved by the Company's workers compensation administrator.

Section 15: Rotation. The Company and the Union are committed to the safety and well-being of all its employees and, to that end, will maintain a program whereby employees are systematically rotated through various job assignments thereby avoiding anyone spending an undue amount of time on high body stress jobs. Rotation schedules will be displayed or posted in each work area where there is an established rotation program. Complaints regarding deviations of the established rotation program should be immediately brought to the attention of the appropriate Committeeperson, who will address it with the Plant Manager and the Chairperson.

As part of the communications meeting the Company and the Union will meet to discuss ways of improving this procedure and any rotation problems that may arise. If there is a need to change the established rotation process, the Company will let the Union Committee know in advance and will then explain the changes to all the people involved allowing time for their comments and suggestions before the change actually takes place.

Section 16: Credit Union. Employees will be allowed to have money deducted from their pay to be transferred to a Credit Union account.

Section 17: Lockers. Each employee will be provided with a lockable locker. Regarding the contents of each locker, employees can expect that their privacy will be respected. It should be understood, though, that lockers will remain the property of the Company and the Company reserves the right to conduct locker inspections for reasonable cause in the presence of the respective employees or their respective union representative.

Section 18: Prescription Safety Glasses. Employees requiring prescription safety glasses may get a new pair every two years or sooner, if their prescription changes, at no cost to the employee if they purchase the approved glasses through a Company approved supplier. Employees requiring a special prescription must get prior approval from the Company before making the purchase. The Company will replace glasses that are damaged at work.

Section 19: Maintenance Training Program. Within ninety (90) days of ratification of this Agreement, the Company will meet with the Union to develop a maintenance training program, mutually agreeable to both parties.

ARTICLE XIX DRUGS and ALCOHOL

It is agreed that Drug and Alcohol use jeopardizes safety and productivity in the work place. Because of this, Drugs and Alcohol will not be tolerated within the work place or on Company property. Bridgewater Interiors and the Union are committed to maintain a drug-free work place. The Company and the Union will cooperate fully with law enforcement officials in the investigation of any suspected drug-related illegal activities. The Company will also comply with any federal or state reporting requirements.

Employees who feel that they may have a substance abuse problem are encouraged to contact the E.A.P., their local Health Services Professional, the Human Resources Department, the Medical Department, or their Union Representative. No disciplinary action will be taken against any employee who seeks help through rehabilitation. Both parties agree that rehabilitation is our common goal.

Random drug and alcohol testing will not be used *. If the Company has reasonable suspicion that an employee's ability to perform his/her work is impaired because he/she is under the influence of drugs or alcohol, the employee will be required to take a drug and alcohol test to determine alcohol and/or drug levels. The union will be notified when an employee is required to be tested. Additionally, all employees returning from an extended leave of absence (30 days or more) may be tested. Testing positive under this paragraph will not prevent you from requesting assistance as outlined above if proof or verification of a drug or alcohol addiction exists. If proof of an addiction does not exist you will be considered to be in violation of our Drug Free Policy, the Company work rules, and therefore subject to disciplinary action. Employees will only be given one (1) opportunity to enter a rehabilitation program as a result of this paragraph and if found in violation of the Drug Free Program a second time they will generally be considered a voluntary quit and their employment terminated. However, the Company will consider a second rehabilitation opportunity for employees as circumstances warrant, including length of service and prior good faith efforts toward rehabilitation. Despite the foregoing, the Company reserves the right to discipline or discharge any employee who tests positive on a drug and alcohol test if the employee's conduct that precipitated the test is otherwise sufficiently serious to warrant discipline or discharge.

*Note: Employees involved in rehabilitation programs may be subject to random testing for up to 12 months from the date of completion of the program.

Opportunity For Re-testing

Immediately upon notification of a positive drug test result, the employee may request that a portion of the original suspect sample be re-tested at his own expense* at a Company-approved testing facility.

*The Company will reimburse the employee for the cost of the re-test if the results are negative.

**ARTICLE XX
HEALTH AND WELFARE**

Section 1: Medical Insurance. Employees will continue to participate in their current plans. The parties agree that any revisions to coverage or changes to premiums for these plans will be consistent with changes adopted by the Company for other BWI employees covered by the plans.

Section 2: Dental Insurance. Employees will continue to participate in their current plan. The parties agree that any revisions to coverage or changes to premiums for these plans will be consistent with changes adopted by the Company for other BWI employees covered by the plans.

Section 3: Exception. Except for dental, new hires and their dependents will become eligible on the 31st day of employment. New hires will become eligible for dental the first of the month following the completion of one (1) year of service.

Active employees who are laid off up to a two (2) week maximum will have no change to their current benefits. Active employees who are laid off and the layoff is expected to last longer than two (2) weeks will have their medical coverage paid for by the Company for the rest of that month and the two months following the month in which they were laid off.

Section 4: Vision Insurance. Employees will continue to participate in their current plan. The parties agree that any revisions to coverage or changes to premiums for these plans will be consistent with changes adopted by the Company for other BWI employees covered by the plans.

Section 5: Disability, Life, AD&D. Employees will continue to participate in their current plans. The parties agree that any revisions to coverage or changes to premiums for these plans will be consistent with changes adopted by the Company for other BWI employees covered by the plans.

Section 6: Optional Life Insurance. Employees will continue to participate in their current plan. The parties agree that any revisions to coverage or changes to premiums for these plans will be consistent with changes adopted by the Company for other BWI employees covered by the plans.

Section 7: Business Travel Accident Insurance. Employees will continue to participate in their current plan. The parties agree that any revisions to coverage or changes to premiums for these plans will be consistent with changes adopted by the Company for other BWI employees covered by the plans.

Section 8: Pension. Employees will continue to participate in their current pension plan. The parties agree that any revisions to coverage or changes to premiums for these plans will be consistent with changes adopted by the Company for other BWI employees covered by the plans.

So far as practical and legal, former Adient and Bridgewater Detroit employees hired at Bridgewater Warren will bring their years of service with them for pension vesting purposes.

Section 9: Savings and Investment Plan (401k). Eligible employees will continue to participate in the 401k plan in which they are currently participating. The parties agree that any revisions to coverage or changes to premiums for these plans will be consistent with changes adopted by the Company for other BWI employees covered by the plans. The Company will continue the practice of matching the employee's contribution up to 6%. The match will be based on the same program as Adient.

Section 10: Flexible Spending Account. Employees will be allowed to participate in the Company's Flexible Spending Account (Section 125 plan).

ARTICLE XXI FAMILY MEDICAL LEAVE ACT

1. Employees have rights to family medical and military leave under the Family Medical Leave Act (FMLA) of 1993. The Company provides both family and medical leave in accordance with the provisions of the law and any state or local leave laws.
2. Eligibility for FMLA Leave. Employees who have worked for a total of at least 12 months and who have worked at least 1,250 hours during the previous 12 months are eligible for up to 12 weeks of FMLA Leave each year. This will include 12 weeks each for husband and wife if they both work for the Company. Entitlement for leave is calculated on a rolling 12 month basis. For military caregiver leave only, employees may take up to 26 weeks or leave in a single twelve-month period.
3. Types of FMLA Leave Available. FMLA is available to employees under the following circumstances:

Family Leave

- A) Within the first 12 months of the birth and care of a child(ren).
- B) Within the first 12 months of the placement of a child(ren) with the employee for adoption or foster care.

Serious Health Condition

- A) To care for the spouse, son or daughter, or parent of the employee if such spouse, son or daughter, or parent has a serious health condition.
- B) Because of the employee's serious health condition that renders the employee unable to perform the essential functions of his or

her position.

- C) Military Leave: Because of a qualifying exigency arising out of the fact your spouse, son or daughter, or parent is on active duty or call to active duty as a member of the National Guard or Reserves. Because you are the spouse, son or daughter, parent or next of kin of a covered service member with a serious injury or illness.

4. Your Notice Requirement. If you desire FMLA Leave, you must provide The Company notice of the need for leave. When the notice for leave is foreseeable (as is the case following an expected birth), you must provide at least 30 days advance notice. When the need for leave is not foreseeable, you must give notice as soon as possible. Your notice, when possible, should be in writing and it should provide The Company with sufficient information to determine whether the leave qualifies as FMLA Leave.

During FMLA Leave, your group health insurance will be maintained under the same conditions as if you were working. If you normally pay a portion of the premiums for your health insurance, you must continue to make those payments during the leave.

5. Upon your return from FMLA Leave, you will be entitled to reinstatement to the same job or an equivalent job with the same pay, benefits and terms and conditions of employment. Remember, however, that your maximum entitlement to FMLA Leave is 12 weeks per year (or 26 weeks for covered service member), so this right to reinstatement will not apply to leaves that continue after all weeks of FMLA protected leave are exhausted.
6. FMLA Leave is generally unpaid leave. When you go on FMLA Leave, however, the Company requires that you use paid leave (with the exception of vacation time) first before taking unpaid leave. Under these circumstances both paid and unpaid leave count as FMLA Leave.
7. If your FMLA Leave is due to a serious health condition, a qualifying exigency or to care for a covered service member you will be required to furnish certification from the appropriate health care provider or professional. Failure to provide the required certification will result in denial of leave. Depending on the length of your service, The Company may require re-certification during the leave.
8. If you are on FMLA Leave due to your own serious health condition, you will be required to provide a return to work release from your health care provider before you return to work.
9. While you are on FMLA Leave, you will be required to furnish The Company with a report every 30 days concerning your status and your intent to return to work.
10. Employees who become disabled while on unpaid FMLA Leave will be entitled to weekly disability benefits at the point they were to return to work. The fact that a

medical leave may coincide with a FMLA leave will not preclude an employee from collecting weekly disability benefits.

11. Worker's Compensation leave will not be counted towards the employee's twelve (12) week FMLA entitlement.
12. You should refer to the posted Notice to Employees of Rights under FMLA or visit Human Resources to learn more information about your FMLA rights and responsibilities.

PLANT RULES

Within thirty calendar days of the effective date of this Agreement, the Company will publish a set of plant rules. The penalties for violation of such rules are listed below. It is understood by all parties, that such notice to the Union does not constitute acceptance by the Union and that the Union reserves the right to take issue with the application of any rule as well as any penalty assessed. Penalties for the rules will be fixed as follows:

Category I...discipline for offenses of any of this set of rules will be...1st = written reminder (documentation only); 2nd = written warning; 3rd = three day suspension without pay; 4th = five day suspension without pay; 5th = Discharge.

Category II...discipline for offenses of this category are of a more serious nature and can result in suspension and/or discharge.

Step One –Investigation

The Company will investigate the circumstances of the alleged violation. At this time the union will be notified. The employee may be suspended during this time.

Step Two: Decision

The Employee will be reinstated or terminated, depending on the outcome of the investigation. Discipline for violating a Category II rule will either be a final written warning and suspension or termination. If the Employee is cleared of the rule violation, full pay restitution will be made. If the Employee is terminated, pay will cease at the point of suspension.

During any and all of the above proceedings a Union Representative will be present.

...In determining the next penalty to be assessed, no warning or suspension over 12 months old will be considered...

... All copies of warnings and suspensions and discharges will be given to the Union at the same time the employee receives his...

...Each warning or suspension will state what the penalty for the next offense will be...

SCHEDULE “A”**WAGES and CLASSIFICATIONS:****Top Rate Through Life of the Agreement**

Classifications	7/17/2022	5/15/2023	5/13/2024	5/12/2025
Assembly Ram	\$24.00	\$24.50	\$24.75	\$25.75
Utility Ram	\$24.00	\$24.50	\$24.75	\$25.75
Blind Audit Ram	\$24.00	\$24.50	\$24.75	\$25.75
PIV Operator Ram	\$24.50	\$25.00	\$25.25	\$26.25
Material Handler Ram	\$24.00	\$24.50	\$24.75	\$25.75
EOL Inspection Ram	\$24.00	\$24.50	\$24.75	\$25.75
Team Leader Ram	\$25.00	\$25.50	\$25.75	\$26.75
Assembly F-150	\$24.00	\$24.50	\$24.75	\$25.75
Utility F-150	\$24.00	\$24.50	\$24.75	\$25.75
Blind Audit F-150	\$24.00	\$24.50	\$24.75	\$25.75
PIV Operator F-150	\$24.50	\$25.00	\$25.25	\$26.25
Material Handler F-150	\$24.00	\$24.50	\$24.75	\$25.75
EOL Inspection F-150	\$24.00	\$24.50	\$24.75	\$25.75
Team Leader F-150	\$25.00	\$25.50	\$25.75	\$26.75
Maintenance Tech I	\$32.60	\$32.60	\$32.75	\$32.75
Maintenance Tech II	\$33.00	\$33.10	\$33.25	\$33.25

**ARTICLE XXII
TERMINATION**

This Agreement shall remain in full force and effect until 11:59 PM on May 15, 2026, and thereafter for successive periods of one year unless either party, on or before sixty (60) days prior to expiration, notifies the other party in writing of its desire to terminate, modify, alter, change or renegotiate, or any combination thereof. Such proper and timely notification shall have effect of terminating the entire agreement on the expiration date.

Agreed To:

For the Union

Pat Lewis
Bargaining Chairman

Pat Tarrance
Bargaining Committee

Venus Powell
Bargaining Committee

Shavon Dike
Bargaining Committee

Chris Dilbert
Vice President, UAW Local 400

Johnny Verellen
President, UAW Local 400

Paul Torrente
UAW International Representative

For the Company

Sheila James
Plant Manager

Lisa Montgomery
Sr. Human Resources Manager

Diahann Moore
Human Resources Project Manager

C. Elaine Tingle
VP HR & Community Affairs

Letter of Understanding # 1

As part of the cooperative efforts between the Company and the Union, the Company and the Union agree to the following provisions:

- The Company will pay all costs for printing new contracts for all employees covered under this Agreement and will supply the grievance forms needed to administer the grievance procedure. The contracts shall bear both the Corporation and UAW logos and be printed by a union printer and bear the union bug.
- Pursuant to the Employee Right to Know Act, employees will be allowed to review their personnel file.
- The Company will create a First Response Team comprised of both salary and bargaining unit employees. The salary employees will not out- number the bargaining unit employees.
- The Union will be afforded up to 2 hours during new employee orientation to discuss with new employees the Union's role in the operation of the business. The Union will share with the Company those topics to be covered during orientation.

Letter of Understanding # 3

During our 2003 negotiations, discussions took place between the Union and the Company over random seat delivery to the customer and bargaining unit work that is not part of a particular classification.

The Company agrees that it will post for volunteers from each Assembly classification to perform this work when necessary. The three (3) highest senior volunteers who are qualified from each shift will be used to perform this work as needed.

Bargaining unit work that is not part of a particular classification or workgroup, such as plant clean-ups, will be assigned on a voluntary basis with first choice going to the most senior employee(s) on the shift. If an appropriate number of volunteers are not available, the lowest seniority employee(s) on the shift will be required to work the overtime.

Letter of Understanding – Family Day Holiday

The Union and Company agree that should our customer Ford Motor Company of the Dearborn facility include two (2) family day holidays as part of their employee holidays in their 2007 ratified Labor Agreement, the BWI-Warren facility employees active on the payroll as of April 25, 2007 and whose customer is Ford will be entitled to receive up to two (2) family days for the life of the Agreement. Employees hired on or after January 1, 2018 and whose customer is Ford will be entitled to one (1) family day during the life of the Agreement. Employees wishing

to take a family day holiday will generally request approval at least five work days in advance. In determining if the day off can be approved, the supervisor will take into consideration how many people in the employee's work area is already scheduled to be off. Employee's, who do not wish to utilize their family day holidays as days off, may request pay in lieu of anytime during the life of the Agreement.

Letter of Understanding Bargaining Unit Work

Persons outside the Bargaining Unit shall not perform any work regularly performed by the Bargaining Unit employees except for the following reasons:

- To avoid interruptions of production
- In such cases as emergencies, troubleshooting, instructing and training employees
- Investigating means and ways of improving the process
- To become familiar with a particular operation (s) by working with (not in place of) a bargaining unit member
- To cover member vacancies created by absenteeism until the vacancy is filled
- The above exceptions shall not be used to displace any employee

If the Union believes that the Company is violating this letter, the Company and the Union will immediately meet and discuss the situation in good faith in an effort to find a satisfactory solution prior to utilizing the Grievance Procedure of this Agreement.

Letter of Understanding – Leave Early No Point No Pay

The Company and the Union encourage employee attendance at work to assure proper manning is available for the manufacturing operation on a daily basis. In the event the Company determines there is excess manning within a classification and workgroup on a given shift, employees will be allowed to volunteer to leave work without penalty. In these cases, the opportunity to leave will be offered on a rotating basis, of those within the affected classification, workgroup and shift. The employee who volunteers to "go home early" shall only be paid for time worked.

Letter of Understanding – Medical Insurance

Employees will continue to have substantially similar medical coverage for the life of the Agreement. The intent is that employees' overall benefits provided in the medical plan when viewed as a whole should be reasonably equivalent to the existing plan and shall be cost neutral to the employees and the Company. The Company will discuss changes with the UAW before they are implemented. In general, the Company will only make changes to the existing medical plans to prevent year-to-year overall increases of more than 5% per year.

Letter of Understanding – Transition

The Company and the Union agree, if any unforeseeable issues arise as a result of the transition to the A, B, and C crew or a 1st, 2nd and 3rd shift work schedule, they will jointly meet to discuss and resolve issues. It is understood that neither side should reap a predicted or unexpected reward simply because of this change in work hours.

Letter of Understanding – ATM Machine

Provided that there is a financial institution that is willing to install an ATM within the plant, the Company agrees to allow the installation of the ATM in a feasible location that is mutually agreed upon. If done, the installment of an ATM cannot increase the Company's cost, insurance risk or liability.

Letter of Understanding – Follow-up Medical Appointments

During the 2014 negotiations the Company and the Union discussed the scheduling of an employee's follow-up medical appointment that has been approved by the Company's workers compensation administrator. The Company is committed to ensuring employees receive appropriate medical care and follow-up treatment as needed. The Company and the Union agree to have discussions regarding the timing of such scheduled follow-up appointments.

Letter of Understanding - Conditions of Employment

The parties recognize that the Michigan legislature has passed a law with an effective date of March 28, 2013, which makes it unlawful for them to enter into an agreement requiring membership in the UAW as a condition of employment. Notwithstanding any other provision in this agreement, as long as that law remains in effect, this Agreement does not require employees to authorize the deduction of dues or become or remain members in the UAW as a condition of employment. In the event the Michigan law prohibiting union security is repealed or rendered unenforceable by a court decision, all areas of this agreement that apply to Union membership will apply as currently drafted.

Letter of Understanding - Shipping and Receiving # 2

During the 2014 negotiations the company and the union agreed to remove the Shipping & Receiving classification from the bargaining unit. Following ratification of the labor agreement, the current employees in the classification will remain as bargaining unit employees as long as they remain in the classification. All future vacancies will not be part of the bargaining unit.

Paycheck to Direct Deposit Transition

Upon ratification of the labor agreement, employees who currently do not have direct deposit will have 60 days to establish an account for direct deposit.

The process would be as follows:

1. Once the employee has established an account with a payor or Financial Institution, they will obtain the “Authorization for Direct Deposit” form from Human Resources.
2. The following is information needed to complete the form:
 - a. Name of Payor or Financial Institution
 - b. Payor or Financial Institution Routing number
 - c. Employee’s account number
 - d. Type of account (checking or savings)
3. Once the form is completed and submitted to Human Resources, the form will then be submitted to HR Atlas for processing.
4. The account information will then be verified, this could take two (2) to four (4) pay periods.
5. Once the account information has been verified by the payor or financial institution, the employee will then begin receiving their pay by direct deposit.

We anticipate this process will be completed within 120 days upon ratification of the agreement.

Training of Employees

During the 2014 contract negotiations, there was discussion regarding training of employees on stations in their work groups. The company agrees to make a good faith effort to encourage training on additional rotations as long as it is within the cost parameters of our training budget.

Letter of Understanding – Discipline

During the 2022 negotiations, the Company and Union had lengthy discussions about plant rule violations, investigations and suspensions. Alleged violations of plant rules will be timely and properly investigated prior to disciplining an employee. The employee will be afforded the opportunity to have a union representative present during any conversation with an employee that could lead to corrective action or termination. In conclusion, the human resources department may suspend an employee if is necessary during an investigation for more severe violations (for example – harassment, fighting, theft, controlled substances, etc.), then issue timely corrective action if required. The application of discipline will be applied throughout the facility accordingly.