

(101)(e) The Cost of Living Allowance provided for in Paragraph (101)(d) shall be added to each associates hourly wage rate and will be adjusted up or down as provided in Paragraphs (101)(g) and (101)(h) paid in one lump sum for the applicable lump sum calculation period. Such payment shall be based on the applicable sum of each quarterly Cost of Living Allowance amount multiplied by compensated hours for that quarter in accordance with the following paragraphs.

Compensated hours shall be defined as all hours worked plus all paid time-off hours contained in the 2008 National Agreement. To be eligible for the Cost of Living Allowance lump sum payment, the associate must have seniority as of the effective date of the quarterly adjustment.

Additionally, a seniority associate, who has not participated in a voluntary buyout program, shall become eligible for a lump sum payment as herein defined. An associate who retires during the lump sum calculation period defined in (101)(g) and who, but for retirement would have been eligible, shall qualify for the lump sum payment.

In the case of a seniority associate who is otherwise eligible for the Cost of Living Allowance and who dies during the lump sum calculation period defined in (101)(g), such payment will be made based on the associate's compensated hours. The Cost of Living Allowance shall be paid to their duly appointed legal representative, if there be one, and, if not, to the spouse, parent, children or other relative or dependents of such associate as the Corporation in its discretion may determine.

MAY 02 2008

SUBMITTED TO UAW: \_\_\_\_\_

INITIALED BY THE PARTIES: SB / OMA