

# Skilled Trades

## World-Class Skilled Trades Workforce

During the course of negotiations the company raised numerous issues regarding the differences between the skilled trades agreements at our primary competitors and our own. The company also raised the issue that over 71 percent of AAM's skilled trades workers were hired with cross-functional skills from the outside: 11 percent have GM time and the remaining 18 percent have participated in GM/AAM-style apprentice or AIT programs.

The vast restructuring of AAM's remaining plants in the next 12 months will mean that our skilled workers must transition to become a more flexible workforce.

It must be built on our strengths and focused on the future. To that end, a new memorandum of understanding (MOU) in the tentative agreement contains commitments to:

- Maximize support for and use of our skilled workforce in the areas of preventive, predictive and planned maintenance activities.
- Recognize that work that had previously been described as "normal and historic" will be forever changed because of loss of expertise. Each local will be challenged to redefine their skilled capabilities.
- Local parties to review existing work rules and practices, i.e., lines of demarcation.
- Develop appropriate apprentice training schedules to transition to four skilled trades classifications.
- To support local implementation, the CLC will evaluate progress at least annually and provide resources to assist whenever necessary.

Paragraph 117, which dealt with the union's right to strike over subcontracting was deleted from the National Agreement. Other paragraphs and documents were modified to support this change.

## Paragraph 183 — Subcontracting

Our bargaining team demanded more advanced input and discussion into decisions regarding the subcontracting of UAW work. As a result, a uniform advanced discussion process was agreed to with an outside contractor checklist added to paragraph 183 that must be used where subcontracting of skilled trades work is contemplated.

The checklist provides the local union with a complete review of all relevant factors relating to the contracting which must be considered before a contract is awarded.

## Non-Strategic Skilled Trades Work

The parties have agreed to a new document stating that each local unit should discuss any existing non-strategic skilled trades work. These discussions are to center around maintaining core work in the plant without creating layoffs in our skilled trades membership.

## Document 63

The parties have agreed to modifications that support the development of appropriate apprentice training schedules and to support skilled trades classifications restructuring. Additionally, the parties will work together with the U.S. Department of Labor to register new classifications. Progress will be reviewed by both the Corporate Leadership Council (CLC) and the UAW-AAM UAW Skilled Trades and Apprentice Committee.

Local parties are encouraged to share best practices such as alternative work schedules.

## Eliminate Special Skilled Trades Representative

Based on diminished use of this position in all locations, it was agreed to eliminate this position.

The corporation also proposed to eliminate the apprentice coordinator. It was agreed that this position will be maintained and function as needed to assist the retraining process.

## Classification Restructuring

The parties have agreed to a skilled trades classification of up to four classifications:

- Electrical Technician
- Mechanical Technician
- Toolmaker/Tool and Die
- Facilities Technician

In support of these classifications, the UAW-AAM Skilled Trades and Apprentice Committee will work with each plant to develop appropriate training using a combination of apprentice and AIT training.