

# Miscellaneous Non-Economic Issues

AAM Proposal	UAW Tentative Agreement
<p><b>Attendance and Leaves</b></p> <p>Modify paragraph 64c and 64d, reduce response time to three days.</p> <p>Rewrite paragraph 64e, loss of seniority after maximum of one year of layoff regardless of seniority.</p>	<p><b>Attendance and Leaves</b></p> <p>Paragraphs 64c and 64d modified to three days to respond to notifications.</p> <p>Paragraph 64e modified so that anyone with two or more years' seniority who is laid off will not break seniority for 36 months.</p>
<p><b>Work Rule Flexibility</b></p> <p>Modify overtime pay premium.</p> <p>Time-and-a-half such that employees must work 40 hours in consecutive and defined 7-day period before any overtime pay premiums are triggered.</p> <p>Eliminate double-time pay for Sundays and holidays.</p> <p>FOS schedules for Skilled and Production employees.</p> <p>Change paragraph 71, overtime language, to state makeup work will be the remedy for any violation of this paragraph.</p> <p>Reduce Relief time to 10 minutes before and after lunch.</p>	<p><b>Work Rule Flexibility</b></p> <p>Time-and-one-half overtime maintained for hours in excess of 40. All hours worked or compensated will be counted toward 40.</p> <p>Maintained that Sundays and holidays worked will be paid at double time for time worked.</p> <p>Alternative work schedules may be utilized when local parties identify and mutually agree.</p> <p>Maintained current language.</p> <p>Relief time to be 15 minutes before and after lunch.</p>
<p><b>Paid Time Off</b></p> <p>Reduce vacation pay to market competitive levels.</p> <p>Reduce holidays to market competitive level of 10 per year.</p> <p>Eliminate paid Independence Day week, require use of vacation time off if not scheduled to work.</p>	<p><b>Paid Time Off</b></p> <p>Vacation capped at 160 hours. Also agreed to red circle workers who have earned greater than 160 hours of vacation as of Aug. 1, 2008.</p> <p>Agreed to maintain current schedule for accrual of vacation hours for all situations except for those on Worker Compensation who must now work 13 weeks to earn full credit for a year.</p> <p>Company may schedule a one- or two-week Independence Week Shutdown: For the first week, vacation must be used; for the second week, employee may elect an unpaid leave in lieu of using hours of vacation.</p>