

AAM Proposal	UAW Tentative Agreement
<p>Joint Programs</p> <p>Eliminate or reduce all Joint Programs (Appendix J) language including Health and Safety; Manufacturing System; Suggestions; Work Family; Medical Transition; Environmental Technician; Joint Training and Tuition Assistance Program.</p> <p>Eliminate all current funding provisions for Joint Programs with programs to end when funding runs out.</p> <p>Eliminate the UAW Corporate Joint Program Representative as well as all International Appointed Representatives currently responsible for Joint Programs.</p>	<p>Joint Programs</p> <p>Appendix J was modified. Some sections were maintained in separate documents in the following manner:</p> <p>Health and Safety</p> <ul style="list-style-type: none"> - Importance of reporting, investigating, evaluation and determining corrective actions for blame-free ""near miss"" incidents which occur in the workplace, including those involving outside contractors. - To use counseling in lieu of discipline in those cases where an employee immediately self-reports a ""near miss"" incident involving a possible violation of safety rules. - To include ""near misses"" as part of the current incident investigation process, including corrective action. - AAM reaffirms its commitment to utilize the Corporate Leadership Council (CLC) process to discuss the proposals of either party for necessary changes as they apply to industrial hygiene or chemical hazards (Threshold Limit Values or TLV's). - Both parties commit to continue the unannounced Joint Audit on an annual basis. <p>Tuition Assistance Program (TAP)</p> <ul style="list-style-type: none"> - TAP benefits for active associates will be \$3,600 per year at accredited colleges and universities of which \$100 may be used to purchase books. - \$2,200 per year for other job-related courses. - Tuition assistance for dependent children will be \$1,000 per year. - In no event shall the total maximum to a member and their dependent exceed \$4,000 in a 12-month period. <p>Manufacturing Systems language moved to new Appendix.</p> <p>Corporation to develop new Suggestion Program with approval of CLC.</p> <p>Corporation to pay 100% for all remaining Joint Programs and Training.</p> <p>All International Joint Program Representative positions eliminated except for one Corporate Joint Programs Representative, two Health and Safety Representatives and three Benefit Representatives at DGA North; one Health and Safety and one Benefits Representative at both DGA South and Tonawanda/Cheektowaga.</p> <p>Other overtime for the Health and Safety and Benefit Representatives will be offered in their home equalization group.</p>