

**2011 UAW-GM
SALARIED MASTER AGREEMENT**

2011 CONTRACT SETTLEMENT AGREEMENT INDEX

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**2003-2011GM-UAW
SALARIED MASTER AGREEMENT
CONTRACT SETTLEMENT AGREEMENT**

Agreement dated this ~~18~~¹⁸~~th~~th day of September, ~~2007~~
~~2011~~ between General Motors ~~Corporation~~LLC,
hereinafter called ~~the Corporation~~the Company, and the
International Union, United Automobile, Aerospace
and Agricultural Implement Workers of America,
hereinafter called the Union.

The parties hereto agree as follows:

1. New Master Agreement

A new Master Agreement to be dated September
~~18~~¹⁸, ~~2007-2011~~ and to become effective as
hereinafter provided in Paragraph 4 of this
Agreement has been negotiated by the parties
hereto and consists of the provisions as agreed
between the parties shown on the pages and
attached hereto which are initialed by the parties.

2. COLA

A. Effective with the first day of the month
following the month the ~~Corporation~~
Company receives written notice of
ratification ~~referred to in Paragraph 4 of~~
this ~~Contract Settlement Agreement~~
~~\$381.33-250.00~~ of the Cost of Living
Allowance (COLA) in effect for Salaried
employees as designated below will be
deducted and added to the monthly base
salaries of these employees. Further, all
employees who currently receive COLA
will have their salary range adjusted to that
of the non-COLA ranges for their
respective classifications. Thereafter all
COLA payments will be discontinued.

B. ~~Further, the parties agreed that without~~
~~abridging Management rights and~~
~~discretion as outlined in the Salaried~~
~~Master Agreement, quarterly Cost of~~
~~Living Allowance payments will continue~~
~~for those employees of the specific groups~~
~~as designated by certifications of the~~
~~National Labor Relations Board and noted~~

~~below. The formula for calculation of Cost of Living Allowance will be the same as that used for other Corporation employees represented by the Union.~~

Employee Group And Certification Designation

- Case Number 7-RC-11828, subsequently amended 7-RD-1605 and 7-RD-2140, including all Associate Designers II, Designers, Senior Layout Drafters, Layout Drafters, Senior Designers, Senior Project Engineers, Lead Products Designers, Design Leader Technical, employed at the Surface Product Engineering Activity of the General Motors North American Engineering Organization, General Motors Corporation, Technical Center, Warren, Michigan; but excluding all Executives in Charge, Senior Executives in Charge, Staff Assistants, Assistant Engineers in Charge, Assistant Senior Engineers in Charge, Engineers in Charge, Drafting Room Supervisors, and all guards, professional employees, office clerical employees, all other employees not specifically included in the Unit, and supervisors as defined in the Act.
- Case Number 7-RC-12522 including all Registered Nurses, X-Ray Technicians and Audiometric Testers employed in the medical department at GMC Truck & Coach Division, 660 E. South Boulevard, Pontiac, Michigan; but excluding all guards, supervisors and other professional employees as defined in the Act, production and maintenance employees, office clerical employees, and all other employees not specifically included in this unit.
- Case Number 7-RC-1405 including all maintenance employees at the Employer's Central Office aircraft operations at the Detroit, Michigan, municipal airport, including Crew Chiefs, Technicians, Technician's Assistants, Mechanics, Stockroom Employees and Ground

Service Employees but excluding office clerical employees, professional employees, guards, and supervisors within the meaning of the Act.

- C. This continuation of Cost of Living Allowance payment applies to only the aforementioned employee groups and does not constitute grounds for such payment to other employees regardless of their bargaining unit status.

3. Local Agreements

It is agreed that any written local agreements entered into by the Local Union and Local Management prior to the effective date of this Agreement and not canceled prior to September 14, ~~2007-2015~~ and any local agreements entered into subsequent to September 14, ~~2007-2015~~ shall continue in effect between the Local Union and Local Management, subject to the provisions of this Salaried Master Agreement, for the life of this Agreement. Such local agreements may be terminated pursuant to its terms contemporaneous with the termination of the Salaried Master Agreement.

4. Ratification and Effective Date

- A. The new Agreement shall become effective on the first Monday following the date on which the ~~Corporation~~ Company receives satisfactory notice from the International Union that the new Agreement has been ratified by the Union membership provided that the Corporation receives said notice from the International Union on or before ~~December 21~~ _____, ~~2007~~2011.
- B. No provision of this Agreement shall be retroactive prior to the date such Agreement becomes effective, unless otherwise specifically stated herein.
- C. In the event this Agreement is not ratified by the Union membership, the ~~2003~~ 2007 Agreement shall remain in full

force and effect until satisfactory notification of such ratification is effectuated.

5. Counterpart Signatures

The parties hereto, each by its duly authorized officials and representatives, hereby accept this Contract Settlement Agreement and each and all terms and conditions thereof.

**INTERNATIONAL
UNION, UAW**

**GENERAL MOTORS
LLC**

Joe Ashton
Garry Bernath

Cathy Clegg

Jeff Pietrzyk
Mike Grimes

Rex Blackwell
Dorothy B. Hennessy

Sharon M. Stewart, MD

Kris Owen

Michael V. Coletta

Rod Uhelski
Ron Walker

Randi C. Dulaney

Daniel G. Galant

Chris Gallagher

Mark T. Harasim

Al Simpkins

Sam B. Kuper

Rochelle Wonch

Kirk Meyers

Denis Augusta

Linda M. Brunamonti

Jennifer M. Forest

Shannon E. Jones

Marsha Manning

Susan L. Richardson

- (12) During the life of this Agreement, the ~~Corporation-Company~~ agrees to deduct Union membership dues levied by the International Union or Local Union in accordance with the Constitution and By-Laws of the Union, from the pay of each employee ~~or from payments made under the Lay-off Benefit Plan of each employee~~ who executes or has executed the following "Authorization for Check-Off of Dues" form, provided, however, that the ~~Corporation-Company~~ will continue to deduct monthly membership dues from the pay of each employee for whom it has on file an unrevoked "Authorization for Check-Off of Dues" form.

DATE INITIALED: SEP 15 2011
INITIALED BY PARTIES: BR AH

- (17) Dues deductions shall be remitted to the designated financial officer of the local Union once each month within 15 days after the first regular pay day in the month. Any deductions made from subsequent payrolls ~~or Lay-Off Benefit plan~~ in that month shall be included with the remittance for the following month. Local Management shall furnish monthly to the designated financial officer of the local Union a list of those for whom deductions have been made and the amounts of such deductions.

DATE INITIALED: SEP 15 2011
INITIALED BY PARTIES: BR [Signature]

POWERS OF THE UMPIRE

- (53) An umpire shall be empowered to render a decision after due investigation, and within a reasonable period of time after submission of the case to the umpire, on any case involving the application of the following sections of this Agreement or any written local or National supplementary agreements on these same subjects: Recognition; Union Security and Check-Off of Union Membership Dues; General; Representation; Grievance Procedure; Powers of the Umpire; Disciplinary Layoffs and Discharges; Strikes, Stoppages and Lockouts; and Leaves of Absence; and all cases of disciplinary action or discharge, and staffing reductions that result in involuntary loss of employment. The umpire shall have no power to rule on the Policies and Benefits Section, or to add to or subtract from or modify any of the terms of this Agreement or any agreements made supplementary hereto; nor to establish or change any salary or wage. Any case appealed to the umpire on which he or she has no power to rule shall be referred back to the parties without a decision.

(55b) ~~Benefits received under the Layoff Benefit Plan for Salaried Employees, or~~ Compensation for personal services other than the amount of compensation received from any other employment held since the employee last worked for the ~~Corporation Company~~ and which the employee would have continued to receive had he or she continued to work for the ~~Corporation Company~~ during the period covered by the claim. Wages for total hours worked each week in other employment in excess of the total number of hours the employee would have worked for the ~~Corporation Company~~ during each corresponding week of the period covered by the claim, shall not be deducted. The calculation of a back pay award made pursuant to this Paragraph will be provided to the employee involved at his or her request.

DATE INITIALED: SEP 15 2011
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APPLICATION OF PARAGRAPH 68 OF
MASTER AGREEMENT

GENERAL MOTORS LLC

September 18, 2007 2011

Mr. Joe Ashton
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ashton:

Subject: Application of Paragraph 68 of the Master Agreement

During the current negotiations, the parties discussed salaried policy as it relates to overtime and shift premium. Management advised the Union that the relevant policies regarding salaried overtime and shift premium, as found in the U.S. HR Policy manual sections 505 through 505.3, are in effect.

Notwithstanding the provisions of Paragraphs 66 through 69 of the ~~1993~~ Salaried Master Agreement, ~~these following~~ policies will continue, without change, for the life of the Agreement:

- ~~Overtime premium~~
- ~~Shift premium~~
- ~~7 day operation premium~~
- ~~Vacations~~

Additionally, Management advised the Union that it has no current plans to modify the Salaried Downtime Paid Absence (SDPA) policy. In the event this policy is changed during the life of the Agreement, the Union will be notified of such change as far in advance as practicable.

The parties agreed that if the federal government enacts legislation or takes regulatory action that would force the ~~Corporation~~ Company to change such programs or

DATE INITIALED: SEP 16 2011
INITIALED BY PARTIES: ER MA
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policies and/or would result in increased costs for such programs or policies, the ~~Corporation~~Company shall have the right to modify the programs or policies to conform with and/or offset any cost increase resulting from such legislation or regulatory action.

It is further agreed that such policies shall apply only to employees covered by this Agreement who are eligible under the terms and conditions of such policies as from time to time determined by the ~~Corporation~~Company.

Very truly yours,

Catherine L. Clegg
Vice President
Labor Relations

Doc. No. 10

**TEMPORARY-SUPPLEMENTAL ON-CALL
EMPLOYEES**

GENERAL MOTORS LLC

September 18, 2007 2011

Mr. Joe Ashton
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ashton:

Re: ~~Temporary~~ Supplemental On-Call Employees

During the current negotiations, the Union expressed concern about the use of ~~temporary-supplemental on-call~~ employees at the represented medical facilities. Such employees are used to cover peak workloads, to replace regular salaried employees who are on leaves of absence, on vacation, or to perform less than full-time jobs. To ensure the Union is fully aware of the use of ~~temporary-supplemental on-call~~ employees within the noted units, Management will provide the Chairperson with the appropriate notice of additions or deletions to this workforce, in advance if possible.

Very truly yours,

Catherine L. Clegg
Vice President
Labor Relations

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DATE INITIALED: SEP 15 2011
INITIALED BY PARTIES: BR [Signature]

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Doc. No. 13

**MERIT AND ENHANCED VARIABLE PAY
SPENDING**

GENERAL MOTORS LLC

September 18, 2007 2011

Mr. Joe Ashton
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ashton:

Re: Merit and Enhanced Variable Pay Spending

During these negotiations, the Union expressed concerns regarding the administration of merit and enhanced variable pay funds for represented salaried employees. In light of these expressed concerns, Management assured the Union that, like similarly situated non-represented employees, represented employees will have their base salaries managed according to the market rate, the individual performance contribution, critical skills and position relative to the market rate. ~~the following actions will occur:~~

1. Compensation communications, governed by ~~Corporate Company~~ policy, will occur in the same timeframe for bargaining units as similarly situated non-represented employees.
2. ~~A Corporation Compensation Department representative will meet with the UAW GM Department representatives to review the COLA forecast and its impact on the "traditional" compensation program in a timeframe similar to the communication for the market-based compensation program (covering all salaried employees, represented or non-represented, who do not receive COLA).~~
3. Management of the affected bargaining units will provide the respective Chairpersons a copy of the

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same compensation planning guidelines given to pay planners.

43. Local Human Resource Representatives will make available the Human Resources Compensation Planning Guidelines for review with the respective Chairpersons, upon request.
54. Management of the affected bargaining units will review planned salary adjustments and enhanced variable pay amounts with the appropriate Local Unit representatives and will give weight to the input of these representatives.
65. Concerns relative to the implementation or interpretation of the compensation plan should be referred to the respective HR Manager at the local level for appropriate handling.

It is agreed that planning guidelines and any other compensation related materials made available to the Union are recognized as confidential information.

In addition, the ~~Corporation~~ Company stated that merit and enhanced variable pay funds for represented salaried employees, which are governed by ~~Corporate~~ Company policy, will be allocated to bargaining units in the same manner as similarly situated non-represented employees. Funds so allocated will not be spent outside the scope of the bargaining unit.

Upon conclusion of the merit or enhanced variable pay planning process, a copy of the final merit or enhanced variable pay -plan will be distributed to the respective Local Chairpersons with the understanding that compensation information is personal and confidential.

Very truly yours,

Catherine L. Clegg
Vice President
Labor Relations

GENERAL MOTORS LLC

~~September 18, 2007~~

**(Excerpts from the Minutes
Regarding Compensable Travel Time)**

During these negotiations, the Union expressed concern for the current method of handling actual travel time required on Saturday and Sunday for job related training. As a result, the Union was assured General Motors nonexempt employees in the bargaining unit will be paid for actual travel time to approved job related training assignments which require travel on weekends.

Travel will be paid in accordance with the following:

1. All time spent in such travel is considered time worked provided the most direct means of travel is utilized.
- ~~2. Such employees shall be paid time and one-half for travel hours on Saturday.~~
- ~~3. Such employees shall be paid double time for travel hours on Sunday.~~
2. Such employee shall be paid in accordance with the Salaried Overtime policy when travel falls on a Saturday or Sunday.
- ~~4.3~~ Travel time must be approved in advance by the appropriate supervisory personnel.

DATE INITIALED: SEP 15 2011

INITIALED BY PARTIES: BR JA

GENERAL MOTORS LLC

September 18, 20072011

**(Excerpts from the Minutes
Regarding Copies of Agreement)**

During the course of these negotiations, the parties held lengthy discussions concerning the process by which 2007 2011 Salaried Master Agreement books will be made available to all bargaining unit members. As a result of these discussions, Management stated that the normal purchasing process would be utilized in the selection of a printer. It is intended that 200 copies will be made available for distribution to all bargaining unit members as soon as practical after submission of a jointly approved proof copy of the 2007 2011 Salaried Master Agreement. In addition, as a result of these discussions, Management agreed to provide an electronic copy of the agreement to the Union.

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DATE INITIALED: SEP 08 2011
INITIALED BY PARTIES: ER JK

NEW

GENERAL MOTORS LLC

September , 2011

**(Excerpts From The Minutes
Regarding EMPLOYEE VEHICLE DISCOUNT)**

During the course of the current negotiations, the parties discussed the Employee Vehicle Purchase Program as it applies to Supplemental On-Call Employees. In this regard, Management advised the Union that Supplemental On-Call Employees will become eligible to participate in the Employee Vehicle Purchase Program effective December 1, 2011.

In making vehicle programs and discounts available to employees represented by the UAW, it is understood and agreed that the Company may at any time unilaterally modify, change or withdraw such Programs and that it shall have no obligation to bargain concerning its decision to do so. Nor shall the institution of such Programs constitute any precedent in future negotiations between the parties with respect to employee benefits or other terms and conditions of employment.

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SEP 13 2011

DATE INITIALED: _____

INITIALED BY PARTIES: BR DC

NEW

GENERAL MOTORS LLC

September , 2011

**(Excerpts From The Minutes
Regarding Glossary Terms)**

During the course of these negotiations, the parties held lengthy discussions concerning the clarification of a number of terms. As a result of these discussions, Management advised the Union that in accordance with current Salary Policy the following is applicable:

1. Compensation: Comprehensive total compensation package that includes base pay, variable pay and benefits.
2. EVP: Enhanced variable pay.
3. Pay for Performance: Pay that is based on both company and individual performance.

3-4.Merit: A monetary award provided to employees in the form of either a base pay increase or lump sum amount in recognition for individual performance.

4-5.Flexible Service: Employees hired or assigned on an indefinite basis to work between 50% and 80% of the unit's base workweek will be classified as "Flexible Service Employee" and will be employed on a day-to-day basis.

5-6.Supplemental On-Call: Individuals employed to work on an on-call, intermittent short-term basis will be classified as On-Call Employees.

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DATE INITIALED: SEP 16 2011

INITIALED BY PARTIES: BR DR

GENERAL MOTORS LLC

September 18, 2007 2011

**(Excerpts from the Minutes
Regarding ~~Part-Time Supplemental On-Call Nurse~~
Lists)**

During these negotiations, the parties discussed the benefit of having an accurate and current list of UAW represented ~~part-time supplemental on-call~~ nurses. Management agreed that the Corporation will provide a list of ~~part-time supplemental on-call~~ represented nurses to the local bargaining unit Chairperson upon request.

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DATE INITIALED: SEP 15 2011
INITIALED BY PARTIES: ER HA

GENERAL MOTORS LLC

September 18, 2007 2011

**(Excerpts from the Minutes
Regarding Performance Evaluations)**

During these discussions, the Union was advised that there are no instances that require bargaining unit employees to participate in the performance evaluation (CAP) of another bargaining unit employee. In addition, the parties discussed the use of the Career Development Planning Tool (CDPT). Management advised the Union that employees are not required to complete a CDPT. This subject has been reviewed with appropriate Management personnel.

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DATE INITIALED: SEP 18 2011

INITIALED BY PARTIES: BR DC

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GENERAL MOTORS LLC

September 18, 2007

**(Excerpt from the Minutes
Regarding Traditional versus Non-traditional
Compensation Programs)**

During these negotiations, the Union requested clarification of the compensation programs applicable to represented salaried employees. All salaried employees are categorized in one of two ways: those employees who receive COLA adjustments and those who do not receive COLA adjustments.

The Union was advised that the salaried compensation program is evaluated each year to ensure that the Corporation is competitive with other industrial Fortune 50 companies. The data gathered is used in calculating our annual compensation program for all salaried employees.

The Union was also informed that represented salaried employees who do not receive COLA are included in the market-based compensation program (i.e., "non-traditional"). This program applies to all salaried employees, represented and non-represented, who do not receive COLA payments. Employees' base salaries are managed according to the market rate, their individual performance contribution, critical skills, and position relative to the market rate.

The represented salaried employees who receive COLA are administered merit increases under the "traditional" compensation program, which "traditionally" has allowed employees the ability to achieve the maximum of their respective classification. The funding and salary ranges are adjusted to comprehend the annual COLA forecast in order to ensure they are neither advantaged nor disadvantaged relative to those salaried employees who are included in the non-traditional program. Competitive market data is utilized to adjust the salary ranges annually, also the non-COLA pay structure is considered in establishing the maximum rates for each COLA paygrade.

DATE INITIALED: SEP 15 2011

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GENERAL MOTORS LLC

September-18, ~~2007~~2011

**(Excerpts from the Minutes
Regarding Uniform Allowance)**

During these negotiations, the parties discussed issues relating to uniform allowances for full-time represented health care employees. Consistent with prior Company policy, effective January 1, ~~2008~~2012, the annual uniform and shoe allowance for affected bargaining unit employees will be \$1,200.00. Receipts will not be required. As such, the allowance will be subject to applicable Federal, State, and Local taxes, and will be paid in the February 15th pay-check.

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DATE INITIALED: SEP 15 2011
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GENERAL MOTORS LLC

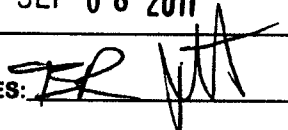
DATE

**(Excerpts From The Minutes
Regarding Union Bulletin Boards)**

During the course of these negotiations, the parties held discussions regarding the utilization and placement of Union bulletin boards. As a result of these discussions, Management agreed to place three additional boards at the Warren Technical Center, one each in the Trim, SPE and Fabrication Engineering departments.

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DATE INITIALED: SEP 08 2011
INITIALED BY PARTIES: 

18

NEW

GENERAL MOTORS LLC

September , 2011

**(Excerpts From The Minutes
Regarding Union Leaves Of Absence)**

During these negotiations, the Union requested that credited service continue to be provided under the GM Salaried Retirement Program for represented salaried employees who are placed on an unpaid International Union Leave of Absence and that such employees be permitted to continue Basic Life, Optional Life, Dependent Life, and Personal Accident Insurance coverages under the GM Life and Disability Benefits Program by making the required monthly contributions while on leave. Since the first Salaried Master Agreement in 1988, it has been the parties' intent to provide for this type of treatment.

Management informed the Union that Basic Life, Optional Life, Dependent Life and Personal Accident Insurance coverages under the GM Life and Disability Benefits Program shall be continued for a represented salaried employee for the duration of such leave provided the employee makes the required monthly contributions.

Management discussed the fact that effective January 1, 2007 the General Motors Retirement Program for Salaried Employees (GM SRP) was modified. For salaried employees with a length of service date prior to January 1, 2001, accrued benefits and Credited Service under Part A and Part B of the GM SRP were frozen as of December 31, 2006. On and after January 1, 2007, no further Part A or Part B benefit accrual is recognized by the GM SRP. On and after January 1, 2007, the GM SRP recognizes Eligibility Service for purposes of retirement eligibility. Eligibility Service is determined in the same manner as Credited Service but without accrual of additional benefits under GM SRP Parts A or B. Service earned after December 31, 2006 is referred to as Eligibility Service to reflect this distinction from Credited Service. Eligibility to retire for salaried

DATE INITIALED: SEP 16 2011

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employees hired prior to January 1, 2001 is based on Part A Credited Service earned through December 31, 2006 plus Eligibility Service earned on and after January 1, 2007. Retirement benefits on and after January 1, 2007 currently accrue under Part D of the GM SRP, the 1.25% Career Average Base Salary Plan.

The parties discussed the provision of the September 18, 2007 Salaried Master Agreement ("2007 SMA") which addressed an amendment to the GM SRP to provide Credited Service for represented salaried employees who are placed on an unpaid International Union Leave of Absence. During these negotiations Management acknowledged that although the 2007 SMA used the term Credited Service, the purpose and intent behind use of that term was to acknowledge continued accrual of pension benefits associated with Credited Service, and that it was the intent of the parties at that time that in the event the Company exercised its right to amend or modify the GM SRP, represented salaried employees on unpaid International Union Leave of Absence would continue to accrue whatever modified or substituted form of pension benefit was provided to represented salaried employees in lieu of benefits associated with Credited Service.

Management agrees that represented salaried employees with a length of service date prior to January 1, 2001 who are placed on an unpaid International Union Leave of Absence have earned and shall earn Eligibility Service during the period of such leave of absence for purposes of eligibility to retire. Management further agrees that represented salaried employees who are placed on an unpaid International Union Leave of Absence have accrued and shall accrue benefits under the provisions of the GM SRP during such leave under the 1.25% Career Average Base Salary Plan. The employee's salary paid immediately prior to the beginning of such leave of absence shall be used for the purpose of calculating the 1.25% benefit accrued during this period.

The parties agree that nothing within these excerpts from the minutes in any way alters any other provisions of the Company's salaried benefit plans, including the right to amend, modify, or terminate such plans.

NEW

GENERAL MOTORS LLC

September , 2011

**(Excerpts From The Minutes
Regarding UNION LEAVES-MERIT)**

During the course of these negotiations the parties discussed the employment status of employees who qualify for union leave of absence.

The Union advised GM that employees on union leaves of absence should not be disadvantaged or discouraged from fully participating in union activities. To address this concern, the Company advised the Union that employees returning from leaves of absence will have their compensation adjusted upon the termination of their leaves.

The Union proposed that it appoint employees on an annual basis and that employees on union leaves will be returned to work for the Company annually, though such employees may also be eligible for subsequent re-appointment to a Union position. In such cases where an employee returned from leave, even for a short period, GM advised the Union that GM would adjust the monthly base salary to reflect the appropriate level of compensation commensurate with their job classification code and the Company's merit treatment of other salaried employees.

The Company was also advised that the UAW controlled the length and timing of its appointments.

DATE INITIALED: SEP 16 2011

INITIALED BY PARTIES ER DR

NEW

NOT TO BE PUBLISHED

GENERAL MOTORS LLC

September , 2011

**(Excerpts From The Minutes
Regarding Union Business)**

Management assured the Union that bargaining unit employees properly excused from work for Union business should not be subject to negative commentary for such activity on their CAP by affected leaders.

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DATE INITIALED: SEP 15 2011

INITIALED BY PARTIES: BR AH

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NEW

NOT TO BE PUBLISHED

MEMORANDUM OF UNDERSTANDING

September-15_, 20072011

Subject: Training Bonus

The Parties agreed during the course of 20072011 National Bargaining that all GM-UAW regular active salaried represented employees will be paid a \$1,000 2,000 training bonus following ratification of the Master Agreement.

Supplemental on-call salaried represented employees who, as of the effective date of this Agreement, have been compensated in excess of three hundred (300) hours during 2011, will be paid a \$200 training bonus following ratification of the Master Agreement.

Supplemental on-call salaried represented employees who, as of the effective date of this Agreement, have been compensated up to three hundred (300) hours during 2011, shall be paid a \$100 training bonus following ratification of the Master Agreement.

The parties agreed that this fixed payment is not intended as compensation for hours of employment and shall not be included in the regular rate as defined by the Fair Labor Standards Act, in accordance with the exceptions contained in the Act. The parties likewise agree that this payment shall have no roll-up effect on the regular rate defined in this Agreement or otherwise affect calculations of overtime pay, holiday pay, vacation pay, overtime with premium pay, or pension.

International Union,
UAW:

General Motors LLC:

DATE INITIALED: SEP 15 2011

INITIALED BY PARTIES: BR [Signature]
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