

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**GENERAL ELECTRIC COMPANY**

**GE AVIATION (LYNN, MA)**

**AND**

**IUE-CWA, LOCAL 201**

This Agreement is effective between General Electric Company, GE Aviation (Lynn, MA) (“the Company”) and IUE-CWA, Local 201 (“the Union”) (collectively “the Parties”).

WHEREAS, the Company due to business reasons would like establish a CNC Training program.

WHEREAS, the Union has the right to negotiate impact of the CNC Training program on its members.

WHEREAS the agreement shall be subject to Article XXI of the IUE-CWA GE National Agreement.

WHEREAS, the Company and the Union bargained to resolution regarding this issue on March 8, 2023.

NOW THEREFORE, the Parties hereby agree to the following:

1. The CNC Machinist Training Program will be posted through the upgrade system
2. There will be a maximum number of 12 participants per cohort.
3. To be eligible, the employee must meet all the following conditions:
  - a) The employee must be a member of IUE-CWA Local 201 and have successfully held a M/R 17 role (punch press, spot weld, EDM, bench, or sheetmetal) or had successfully completed the Blueprint Reading and Shop Math training course or has successfully graduated from a vocational high school or a machinist training program

- b) The employee shall complete the National Tooling & Machining Association (NTMA) Mechanical Aptitude Test with a passing grade of at least 60% dropping the lowest score out of the 4 sections.
4. Eligible candidates shall be selected in order of seniority through the internal upgrade system.
  - i. If the calling list is exhausted, the company will retain the right to open the CNC Training program at its discretion to external candidates. External candidates must adhere to the same eligibility criteria as existing employees outlined above to be considered for an interview. The Company will use the same interview criteria for other external M/17 hires including both the behavioral and technical portions of the interview. The company retains the right to change the M17 technical assessment at its discretion.
5. Selected candidates shall attend a Q&A informational session prior to entering the program to review expectations of the program. The MOU shall be provided by the Company to employees during this session for review
6. The internal program shall be 16 weeks in length for the class portion of the program, plus an additional 4 weeks in length for the co-op portion of the program
  - a) No trainee shall be denied the 22-weeks of training period
7. During the time of the program, the employee shall report to the Lead Manufacturing Training specialist as their supervisor. All employees will report to the same supervisor
8. Extra training time will not be granted for absences other than approved or approval pending FMLA/STD/LTD/PFMLA/Worker's Comp claims unless mutually agreed upon by the parties
9. Wages:
  - a) During the training period, the employee will retain their current grade and rate of pay for the first 4 weeks. Beginning of week 5, employee will be paid at a M/R19 rate
  - b) During the training program employees will be on 1<sup>st</sup> shift
  - c) During the time of the program, the employee will not be eligible for overtime
10. Week 3 of the program:

- a) Company will provide the union leadership a list of students who have demonstrated performance gaps observed by the instructor and therefore the Company considers to be at risk of failing the GE 3 Axis Pointer Block practical assessment on week 4
- b) The Company will make every reasonable effort to include relevant concerns that they are aware of in this progress report, however it is agreed and understood that if an employee is not included on this list, they are not guaranteed to pass the assessment

11. Week 4 of the program:

- a) Employees will be required to pass the GE 3 Axis Pointer Block practical assessment
- b) In week four, employees who decide to exit the program or fail the practical assessment shall return to their original cell, job title and shift. Employees will maintain their status, and shift determination during the first 4 weeks of the training program. After week 4, if an employee voluntarily decides to exit the program, employee will need to follow the Ask Off process.
- c) Employees who continued in the program past week 4, will be coded in the system as “CNC Trainee”, and will be paid at a M/R19 rate. Employees’ progression shall not be delayed. For the purposes of lay off, the employee retains their position and seniority in their original, cell and job title until placed.
  - i. If an employee accepts an upgrade while in the program, employee shall be released to such role the following Monday. If an employee exits the program before completion, they will not be considered to have successfully held an M/R19 role for purposes of future upgrade.

12. Employees who continue past week four and successfully complete the program shall be placed at the end of the program (except if the Company has announced a lay off) in a M/R 19 machining family role unless no such role is available. If the employee successfully completes the training program and there are no open jobs, the employee will be placed in an open job for which qualified.

- a) If there are no open jobs, the Company will open a position. The open position shall either be one made available through a role recently vacated through

upgrade OR a M/R 14 Servicer position. If an employee is placed in a M/R Servicer position the employee will be red circled at a M/R19 rate for 3 months. While in the servicer role, the company will waive the 90 days on the job requirement meaning, if the employee accepts an upgrade, the company will release the employee the following Monday.

13. Week 12 of the program:

- a) At week 12 employees who continue in the program shall choose a path for co-op portion, Mill or Lathe by end of week 12

14. Week 16 of the program:

- a) Employees will be required to pass the GE Practical Assessment (Gas Generator Shaft – GG), and the GE Written Final Exam
- b) Employees will be allowed 2 attempts at the practical portion of the assessment, and two attempts at the written portion of the assessment.
  - i. If the employee passes the GE Practical Assessment and the GE Written Final Exam, employee will transition into a 4-week cooperative education (co-op) portion of the training program
- c) Employees who fail the GE Practical Assessment and/or and a GE Written Final Exam shall be offered an open position to the street for which he/she is eligible
  - i. If there are no open jobs, the Company will open a position. The open position shall either be one made available through a role recently vacated through upgrade OR an M/R 14 Servicer position based on management discretion. If an employee is placed in an M/R Servicer position the employee will be red circled at a M/R17 rate for 3 months. While in the servicer role, the company will waive the 90 days on the job requirement meaning, if the employee accepts an upgrade, the company will release the employee the following Monday.

15. Week 17 to Week 20 – Co Op Portion of the Training Program:

During the 4 weeks co-op portion of the training, employees will be paired up with a trainer either on a mill or a lathe

- a) Trainers will be paid a training rate (where R coded employees are paid 2 rates above their current rate, and M coded employees are paid an additional \$1.75 per hour)
- b) Trainers will be selected on a volunteer basis based on seniority.
- c) Trainers will train 1 trainee at one time
- d) Trainees will train for 4 weeks on Boring Mill Vertical machines, Milling machines, or Auto Lathe Machines
- e) Trainee will be allowed to work on production hardware; however, a qualified operator or inspector shall complete all acceptance and part verification. Only the qualified operator or inspector shall mark on the router in the operator pay number or inspection stamp block
- f) Trainees will have 4 days of training on the shop floor, and 1 day of in class work during the 4-week co-op. Monday through Thursdays, EEs will be completing the OJT portion of the co-op. Fridays, EEs will be completing class work, and reviewing study materials at the Training Center
- g) Trainees shall complete an Exhibit A by the end of week 20

16. Week 21 of the program:

- a) Employees shall complete their Exhibit A by the end of week 20 to have successfully completed the training program. Those who successfully complete the training program will be placed in a M/R19 role based on seniority. Graduates will not have the option to decline a M/R19 role and will be placed in such role.
  - i. If there are no open jobs, the Company will open a position. The open position shall either be one made available through a role recently vacated through upgrade OR an M/R 14 Servicer position. If an employee is placed in an M/R Servicer position the employee will be red circled at a M/R19 rate for 3 months. While in the servicer role, the company will waive the 90 days on the job requirement meaning, if the employee accepts an upgrade, the company will release the employee the following Monday.
- b) Employees who failed to complete their Exhibit A by the end of week 20, shall be offered an open position to the street for which he/she is eligible

- i. If there are no open jobs, the Company will open a position. The open position shall either be one made available through a role recently vacated through upgrade OR an M/R 14 Servicer position. If an employee is placed in an M/R Servicer position the employee will be red circled at a M/R17 rate for 3 months. While in the servicer role, the company will waive the 90 days on the job requirement meaning, if the employee accepts an upgrade, the company will release the employee the following Monday.
17. Graduation celebration dates will be discussed with union leadership 1 month head of time and will be scheduled at a mutually acceptable time
18. The company will utilize and print the previously used brochure and will edit accordingly with updated information. Brochure will be presented to union prior to distribution
19. This agreement shall not set any precedent, nor shall it prejudice any other matter. This agreement will not be referenced by either party in future grievances or an arbitration proceeding except as it pertains to the enforcement of its terms
20. This Agreement shall not be interpreted as requiring the Company to hold another CNC Training Program after the first cohort
21. This Agreement will remain in full force and effect until the completion of the first cohort. At such time either party may give thirty (30) days written notice to the other party of its intention to terminate or modify this Agreement.
22. This Agreement shall be interpreted in accordance with all applicable laws. If any of the provisions of this Agreement shall be held invalid, the remainder of the Agreement shall not be affected
23. The signatories to this Agreement are authorized to bind their principles

Agreed to and approved by the undersigned this \_\_\_\_\_ day of \_\_\_\_\_, 2023

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For and on behalf of the UNION:

X

For and on behalf of the COMPANY: