

AGREEMENT

by and between

Freudenberg-NOK General Partnership

and

**International Union, United Automobile, Aerospace and Agricultural Implement Workers
of America, UAW, and its Local No. 1327**

August 15, 2022 - March 1, 2026

TABLE OF CONTENTS

	<u>Page</u>
ARTICLE 1 RECOGNITION.....	1
Section 1. Management Rights	1
ARTICLE 2 UNION SHOP	2
ARTICLE 3 REPRESENTATION	2
ARTICLE 4 DUES DEDUCTION.....	3
Section 1. Authorization of Checkoff of Dues	3
Section 2. Dues Deductions	3
Section 3. Indemnification of Company	4
ARTICLE 5 GRIEVANCES.....	4
Section 1. Grievances Defined	4
Section 2. Arbitration.....	6
Section 3. Employee Termination or Suspension	6
Section 4. Time Limits and Written Grievances	6
ARTICLE 6 SENIORITY.....	7
Section 1. Seniority Definition	7
Section 2. Changing and Creating New Positions	7
Section 3. Probationary Period.....	7
Section 4. Loss of Seniority.....	7
Section 5. Transfer From Hourly to Salary Status	8
Section 6. Super Seniority for Union Committee/ Stewards.....	8
ARTICLE 7 JURISDICTION	8
Section 1. Temporary Summer Employees	8
Section 2. Agency Labor	9
Section 3. Foreman Jurisdiction	9
ARTICLE 8 BIDDING, LAYOFF AND RECALL	10
Section 1. Posting Bids	10
Section 2. Eligibility	10
Section 3. No Bidder	10
Section 4. Time Frame for Re-posting Bids.....	10
Section 5. Disqualification	10
Section 6. Dissolving of Positions.....	11
Section 7. Job Placement.....	11
Section 8. Permanent Vacancies	11
Section 9. Periodic Bump.....	12
Section 10. Layoff	12
Section 11. Address and Phone Numbers.....	13
Section 12. Temporary Job Transfers	13
Section 13. Temporary Transfer Pay.....	13
ARTICLE 9 LEAVES OF ABSENCE	14

Section 1.	Request for Leaves	14
Section 2.	Personal Leave	14
Section 3.	Family and Medical Leave Act.....	14
Section 4.	Medical Leave	15
Section 5.	Regular Military Leave:.....	15
Section 6.	Summer Military Leave.....	16
Section 7.	Union Leave	16
ARTICLE 10 HOURS.....		16
Section 1.	Hours of Work	16
Section 2.	Pay Day.....	16
Section 3.	Report Pay	17
Section 4.	Paid Break and Lunch Period.....	17
ARTICLE 11 OVERTIME		17
Section 1.	Daily Overtime Scheduling	17
Section 2.	Daily and Weekly Overtime Pay	17
Section 3.	Saturdays, Sundays, and Holidays Overtime Scheduling	18
Section 4.	Saturday and Sunday Overtime Pay.....	18
Section 5.	Overtime Worked Below Pay Level	18
ARTICLE 12 WAGES.....		19
Section 1.	Hourly Rates	19
Section 2.	Reduction of Wages	19
Section 3.	Job Classifications.....	19
Section 4.	Shift Premiums	19
Section 5.	Paycheck Deductions	19
Section 6.	Inventory	19
ARTICLE 13 HOLIDAYS.....		19
Section 1.	Observed Holidays	19
Section 2.	Holiday Eligibility	21
Section 3.	Holiday Pay	21
ARTICLE 14 VACATION.....		22
Section 1.	Vacation Eligibility	22
Section 2.	Vacation Entitlement	22
Section 3.	Vacation Scheduling.....	22
Section 4.	Vacation Pay	24
Section 5.	Perfect Attendance Program	24
ARTICLE 15 PERSONAL DAYS.....		25
Section 1.	Personal Day Eligibility	25
Section 2.	Personal Day Scheduling	25
Section 3.	Personal Day Pay.....	25
ARTICLE 16 BENEFITS		25
ARTICLE 17 BEREAVEMENT		25
Section 1.	Bereavement Eligibility	25
Section 2.	Bereavement Pay.....	26

ARTICLE 18 JURY DUTY	26
Section 1. Jury Duty Eligibility	26
Section 2. Jury Duty Pay.....	26
ARTICLE 19 HEALTH AND SAFETY.....	27
Section 1. Safety Committee.....	27
Section 2. Safety Gloves.....	27
Section 3. Safety Glasses	27
Section 4. First Aid.....	27
Section 5. Safety Equipment.....	27
Section 6. Work Related Injuries	27
ARTICLE 20 PART TIME FREUDENBERG-NOK EMPLOYEES	28
Section 1. Work Schedules.....	28
Section 2. Union Dues and Regular Employment.....	28
Section 3. Pay Rates.....	28
Section 4. Conversion to Part Time or Full Time Employment.....	28
Section 5. Exercise of Seniority.....	28
Section 6. Extra Hours or Overtime.....	28
Section 7. Reduction to Part Time and Lay Off.....	28
Section 8. Number of Part Time Employees.....	29
Section 9. Benefits	29
ARTICLE 21 MISCELLANEOUS.....	29
Section 1. Union Bulletin Boards.....	29
Section 2. Union Representatives Plant Visits.....	29
Section 3. Voting.....	29
Section 4. Plant Rules.....	30
Section 5. Breaks on Overtime.....	30
Section 6. Break Signals	30
Section 7. Union Filing Cabinet	30
Section 8. Telephone Messages	30
Section 9. Vending Services and Annual Appreciation Luncheon.....	30
Section 10. Employee Demographics and Hourly Position Lists.....	30
ARTICLE 22 CONFLICTS WITH LAWS OR REGULATIONS	30
Section 1. Contract Compliance with Law	30
Section 2. Non-Discrimination	31
ARTICLE 23 WRITTEN AGREEMENTS	31
ARTICLE 24 NO STRIKE - NO LOCKOUT	31
ARTICLE 25 DURATION OF AGREEMENT	32
LETTER OF UNDERSTANDING #1 CONTRACT AGREEMENT	34
LETTER OF UNDERSTANDING #2 MEMORANDUM OF AGREEMENT - JOINT APPRENTICESHIP PROGRAM	34
LETTER OF UNDERSTANDING #3 NEW HIRE ORIENTATION	36

LETTER OF UNDERSTANDING #4 **JOB POSTINGS**.....36
LETTER OF UNDERSTANDING #5 **DRUG TESTING**.....37

AGREEMENT

THIS AGREEMENT made and concluded in the City of Findlay, County of Hancock and State of Ohio, this 15th day of August, 2022, by and between Freudenberg-NOK General Partnership, a duly organized general partnership, doing business in the City of Findlay, Ohio (hereinafter called the Company), and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW, and its Local No. 1327, (hereinafter called the Union).

WITNESSETH: That said Company in consideration of the promises and agreements of said employees herein set forth through their representatives, considering their mutual interests and their desire to stabilize employment, to facilitate the manufacture of the products of said Company in an efficient manner; to establish an orderly procedure for the settlement of disputes between the Company and employees, and to secure a closer and more harmonious relation between the parties, said parties promise and agree that:

ARTICLE 1 RECOGNITION

The Company shall recognize the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW, Local 1327, Freudenberg-NOK Findlay Unit, as the sole representative of its employees, as certified by N.L.R.B. Case No.8-RC-14885, for the purpose of collective bargaining with respect to rates of pay, hours of employment and all other terms and conditions of employment.

The term “employee” as used in this Agreement shall include all hourly production and maintenance employees of the Company, full and part time, employed by the Company at its 555 Marathon Blvd, Findlay, Ohio facility, and excluding all office, clerical and professional employees, guards and supervisors as defined in the Act.

The Company further agrees to meet with the accredited representatives of said Union, who may be chosen in any manner determined by its Union, for the purpose of settling any disputes, which may arise under this Agreement.

This Agreement, and all rights, duties, and obligations created by it is confined to the location of the Company’s property and business designated in Section 1 above. If the business, in whole or in part, is relocated by the current owner to another department or building owned, operated or controlled by the Company and located within a radius of fifty miles of the current facility, the employee(s) working such jobs will have the right to move with the job(s) if he/they so desire(s).

Section 1. Management Rights

All rights of a management nature except those specifically surrendered or modified by this agreement shall be retained by the Company subject to the specific limitations set forth in this agreement.

The rights referred to above, include, but are not limited to, the following: the right to discharge and suspend for just cause, set reasonable work standards, and the right to require employees to observe reasonable rules and regulations issued by the Company.

The rights referred to above, also include, but are not limited to, the following: the general and overall management of the business and property, and the direction of the work force including

the right to hire, promote, demote, transfer, lay off for lack of work or other legitimate reason, the right to maintain order, economy, and efficiency, the right to subcontract work, the right to determine the size, kind and location of the Company's business or operations, and to transfer work between and among the various locations, and to determine the type and amount of products to be manufactured and equipment to be used, the right to determine production and work schedules, methods, processes, and means of manufacture and materials to be used, and including the right to introduce new and improved methods or facilities, the right to assign work, and maintain performance records for all employees, and the right to determine the number and starting times of shifts and the number of hours and days of work for all employees and the right to determine the number, ability, and classification of person employed by the Company at any one time or place.

ARTICLE 2 UNION SHOP

All employees covered by this Agreement shall become members of the Union within (30) calendar days from the date of their employment. The Company shall not retain in its employ in the bargaining unit any non-member employee who fails to apply for membership within thirty (30) calendar day period specified above, or any employee who has been a member at any time during the term of this Agreement and who loses his membership during the term thereof through resignation or expulsion for non-payment of periodic dues and initiation fees uniformly required by the Union as a condition of acquiring or retaining membership.

ARTICLE 3 REPRESENTATION

The Company recognizes the right of the Union to designate an Executive Shop Committee of not more than three (3) members and stewards who may be chosen in any manner determined by the employees. The Company shall recognize the Executive Shop Committee as the accredited representative of the employees.

The stewards shall be elected from and represent their various shifts unless there is a committee person assigned to that shift. However, if a member of the skilled trades classification (Level F) is not a committee person, then a tradesperson may still be designated as a steward in order to address trades matters arising under this Agreement. One (1) Executive Committee member, of the Union's choosing, will hold a position on the Company's Safety Committee, at all times. The Chairperson of the Union shall furnish the Company with a list of names of all shift stewards and any changes to the Executive Shop Committee as they occur. In the event a Committee Member or Steward is not available on the shift an employee may request the presence of another Union Member on the shift to serve as the Member's representative when representation is authorized by this contract or by law. In addition, the Company will advise the employee of their right to have a Union Representative present at the time of any disciplinary action including final written warnings for attendance point accumulation (not to include monthly point attendance record). Unless the disciplined employee requests otherwise, the chairperson will receive copies of any disciplinary actions, absentee notices and workplace accidents involving any member.

An Executive Committee member will be paid by the Company for time spent meeting with Management in grievance meetings if such meeting is held during the Committee Member's regularly scheduled shift hours. A regular monthly meeting shall be held between the unit Executive Shop Committee and management reasonably promptly following regularly scheduled unit meetings. All such meetings will be held at mutually agreed upon times.

Contract administration work, when done during the Committee Member's or Steward's regular work hours, shall be done at a time mutually agreeable to the Union Representative and the Supervisor. The Member or Steward shall be paid for contract administration only when there is an immediate need to perform such duties during the Member's or Steward's working time.

ARTICLE 4 DUES DEDUCTION

Section 1. Authorization of Checkoff of Dues

The Company agrees to deduct the monthly dues of employees subject to this Agreement, to the extent that such employees have executed the following assignment, authorization and direction.

Authorization of Checkoff of Dues _____ To: _____ Date _____

I hereby assign to Local Union No. 1327, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), from any wages earned or to be earned by me or a regular supplemental unemployment benefit payable under its supplemental unemployment benefit plan as your employee (in my present or in any future employment by you,) such sums as the Financial Officer of said Local Union No. 1327 may certify as due and owing from me as membership dues, including an initiation or reinstatement fee and monthly dues in such sum as may be established from time to time as union dues in accordance with the Constitution of the International Union, UAW. I authorize and direct you to deduct such sums from my pay and to remit same to the Union at such times and in such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.

This Agreement, authorization and direction shall be irrevocable for the period of one (1) year from the date of delivery hereof to you, or until the termination of the collective bargaining agreement between the Company and the Union which is in force at the time of delivery of this authorization, whichever occurs sooner; and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year each or for the period of each succeeding applicable collective agreement between the Company and the Union, whichever shall be shorter, unless written notice is given by me to the Company and the Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one (1) year, or of each applicable collective agreement between the Company and the Union, whichever occurs sooner.

This authorization is made pursuant to the provisions of Section 302C of the Labor Management Relations Act of 1947 and otherwise.

Section 2. Dues Deductions

All deductions made in accordance with Section 1 hereof, will be made from the last pay date of each month after the employee has been scheduled to work forty (40) hours or more in that month. Any member who has not worked forty (40) hours by reason of not having been scheduled or received benefits in lieu of work, equivalent to forty (40) hours pay within a calendar month, shall be entitled to exemption of payment of regular monthly dues. The Local shall make any reimbursement. Benefits in lieu of work shall include the following: Vacation Pay, Holiday Pay, Jury Duty Pay and Bereavement Pay, but shall not include the following: Sickness and Accident Benefits and Workers Compensation. In the event an employee quits or is terminated; any dues money owed shall be deducted from his fourth (4) pay date. Whenever an employee does not

have a sufficient amount earned to cover the full deduction, the Company will make a deduction from the following pay period.

The amount of all deductions, to be made by the Company pursuant to Section 1 hereof, will be set forth on the written authorization from the employees, as provided in Section 1 hereof.

Any money deducted will be transmitted by check payable to “Local 1327, UAW” within the first two (2) weeks of the month following the month in which the deduction is made.

Accompanying the check will be a list by Employee I.D. number of all the employees covered by this Agreement. This list must contain the following information and the reason for no deductions:

- a. The amount of the deduction (1 month or more)
- b. Initiation Fees (separate from dues)
- c. Address
- d. Social Security Number
- e. Date of Birth

A copy of this list shall be furnished to the Chairperson of the Executive Shop Committee of the Union. Should any questions arise as to the information set forth on the aforesaid list, the Company agrees to exhibit the working records of any employee to the duly accredited representative of the Union.

The Company will provide the Union with the name of any new employee who has completed thirty (30) calendar days. The Company also agrees to request such new employee to fill out such information and forms as may be provided by the Union.

Section 3. Indemnification of Company

The Union shall indemnify and save the Company harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the Company for the purpose of complying with any of the provisions of this Article, or in reliance on any list, notice or assignment furnished under any such provisions.

ARTICLE 5 GRIEVANCES

Section 1. Grievances Defined

A grievance shall be defined as a dispute an employee has with the Company concerning the interpretation, application, or noncompliance with the expressed terms of this Agreement arising from an alleged violation by the Company of the expressed terms of this Agreement. Every effort shall be made to adjust controversy and disagreements in an amicable manner between the Company and the Union.

The settlement of a written grievance in any of the steps of the grievance procedure shall prevent the grievance from being processed further. It’s important for each party to state their position during each step of the grievance procedure. Resolutions to all grievances in any step shall be carried out in an agreed upon time frame.

Except at Step One, settlement of grievances shall be in writing and signed by the parties. Grievance settlement shall not establish any precedent, unless provided otherwise in the written settlement agreement.

Step 1 The employee affected shall present the grievance verbally to the Shift Supervisor or in the case of a grievance challenging a policy, to the Human Resource Manager, within five (5) working days (excluding Saturday, Sunday and Holidays) after the occurrence on which the grievance is based. If an employee desires Union Representation at this first step, he will so notify his shift Supervisor. The shift Supervisor will meet with the employee and the Representative at a mutually agreeable time keeping in mind the relative importance of the complaint and the circumstances surrounding production at that time. Collectively they shall attempt to reach a satisfactory settlement of the grievance.

Step 2 If the matter is not satisfactorily resolved, the grievance, if it is to be processed further, shall, within seven (7) working days (excluding Saturday, Sunday and Holidays) after the occurrence on which the grievance is based, be reduced to writing, signed by the grievant and the designated committee person, and e-mailed to the Manager of Operations or the Manager of Human Resources. The Manager of Operations or the Manager of Human Resources will review the grievance and issue to the Union Committee the Company's second step answer to the grievance in writing within five (5) working days (excluding Saturday, Sunday and Holidays) after receipt of the written grievance.

Step 3 The Union Committee will issue a second step written disposition to the Company within five (5) working days (excluding Saturday, Sunday and Holidays) from the date of the Company's second step answer. If the grievance is to be processed further, the Union will explain why they disagree with the Company's second step answer. If timeliness is not adhered to, the grievance will be considered settled based on the Company's second step answer. If the Company's second step answer does not settle the issue, the grievance will be discussed at the next grievance meeting between the Company and the committee, which shall be held no later than ten (10) working days (excluding Saturday, Sunday and Holidays) from the Company's second step answer. It shall be the mutual responsibility of the Company and the Committee to schedule said meeting at an agreeable time. The Company will issue to the Union Committee the Company's third step answer to the grievance in writing within five (5) working days (excluding Saturday, Sunday and Holidays) after the third step meeting.

Step 4 If the Company's third step answer does not settle the issue, the Union may, within ten (10) working days (excluding Saturday, Sunday and Holidays) of the third step answer, request a meeting between the Manager of Operations and/or Manager of Human Resources, the Committee and the International Union Representative, to discuss settlement of the grievance. If timeliness is not adhered to, the grievance will be considered settled based on the Company's third step answer. The fourth step meeting shall be held promptly at a mutually agreed upon time but not later than thirty (30) calendar days from the date of the request. The Company will issue to the Union Committee the Company's fourth step answer to the grievance in writing within five (5) working days (excluding Saturday, Sunday and Holidays) after the fourth step meeting.

Step 5 Within fifteen (15) working days (excluding Saturday, Sunday and Holidays) after the meeting in step four, the grievance, if it is to be processed further, shall be noticed for arbitration by the Union.

Notice shall be in writing and signed by the International Union representative. The notice shall state the specific grievance, which is to be considered by the arbitrator and shall be delivered to

the Manager of Human Resources. After receipt of such notice, either party may request the Federal Mediation and Conciliation Service to submit a list of seven (7) arbitrators. Either party may reject a list and request a second list. After receiving this panel, the parties shall within two (2) weeks strike names from the panel with the Union striking the first name, until one-name remains. The grievance shall then be scheduled for hearing before the remaining arbitrator. Immediately upon selection of the arbitrator, the Company or its designee shall prepare a letter to FMCS requesting the selected arbitrator to act and submit dates available for the hearing.

Section 2. Arbitration

The arbitrator and the arbitration shall be subject to the following:

The arbitrator shall be empowered to rule only on those grievances, which involve an interpretation or application of this Agreement. If the arbitrator shall find that a matter is beyond his jurisdiction, he shall render a decision to that effect.

The arbitrator shall not add to, detract from, ignore or change any of the terms of this Agreement.

It shall be the responsibility of the arbitrator to render his decision within thirty (30) days of the closing of the case, if possible.

Only one grievance shall be presented to an arbitrator in any one hearing, unless the parties agree in writing to combine grievances for the same arbitrator.

The Company shall bear the cost of preparing and presenting its case to the arbitrator (including any expenses connected with its witnesses) and the Union shall bear the cost of preparing and presenting its case to the arbitrator (including any expenses connected with its witnesses). The losing party shall pay the expenses of the arbitrator, including his fees and all other expenses.

Section 3. Employee Termination or Suspension

When the Company suspends an employee for cause and the employee has requested Union Representation or upon discharge; the Company will notify the Union Committee in writing within 2 working days (excluding Saturday, Sunday and Holidays) of the reason for the dismissal or suspension. If the employee files a grievance, that grievance shall be handled as in Step 3 either at the next grievance meeting or at a special meeting but the meeting shall be held within two (2) working days (excluding Saturday, Sunday and Holidays) after the day on which the grievance was given to the Company unless it is mutually agreed both by the Company and the Committee to extend this time. Copies of disciplinary action are available to the employee upon request. When an employee has received disciplinary action and there are no further incidents of discipline for one (1) year, the disciplinary action shall not be considered in any further disciplinary procedure.

Section 4. Time Limits and Written Grievances

A written grievance shall state (1) the date and time of the occurrence complained of; (2) the provisions of this Agreement alleged to be violated; (3) an explanation of the claimed violation; and (4) a statement of the relief or adjustment sought. The time limits set forth in this Section shall be strictly observed, except that the parties may, by mutual written agreement, in any grievance case waive any step of the aforementioned procedure or extend the time limit as set forth above. If the Union fails to process the grievance within the time limit specified, the grievance

shall be considered settled on the basis of the Company's last answer and the grievance shall not be resubmitted. If the Company fails to answer within the time limits specified the grievance may be advanced to the next step at the option of the Union.

Any retroactive financial settlement of a grievance shall be limited to fifteen (15) days prior to the filing date.

Unemployment compensation payments shall be deducted from the amount due as a result of a grievance settlement. Claims against the employee for reimbursement due to this section will be paid by the Company.

ARTICLE 6 SENIORITY

Section 1. Seniority Definition

Seniority is defined as the employee's length of working service since his date of hire. In the event two or more employees have the same date of hire, seniority shall be determined among them by the last four (4) digits of their social security number. Highest number being most senior.

Section 2. Changing and Creating New Positions

Job classifications and levels (i.e., pay grade) in existence at execution are set forth in Exhibit A. It is recognized that changing business conditions, products or new methods of production may necessitate changing duties in existing classifications or the creation of a new classification. In the case of a new classification or a substantial and material change in duties in existing classifications, the Company will notify the Union and meet with the Union Committee to negotiate the proper rates to be paid for such positions. Such positions will be posted for bid and employees may bid without bid penalty. This does not apply when adding people to existing classifications. In the event the company proposes a new classification that impacts the apprenticeship program, the Company will notify the International Representative who may invite a representative from UAW skilled trades department to the meeting.

Section 3. Probationary Period

Seniority status is achieved by successful completion of a period of probationary employment of three (3) months and in no more than six (6) months time.

During such period the employee will not have seniority status and will not be eligible to participate in the vacation, holiday and other benefits provided in this Agreement and will be subject to termination at the sole discretion of the Company. After successful completion of probation, the employee's seniority shall be recorded as of their first date of hire within the six (6) month period stated above. Once seniority status is achieved the employee's seniority will be recognized as defined above.

Section 4. Loss of Seniority

Seniority status and all rights under this Agreement shall be lost for the following reasons:

- a) Resignation;
- b) Discharged and not reinstated under the grievance procedures;

- c) Absence for three (3) consecutive working days without notice to the Company;
- d) Engaging in employment without Company permission while on leave of absence;
- e) Layoff from work for a period of twenty four (24) consecutive months or length of the employee's seniority whichever is shorter, provided that after three (3) months of layoff employees may continue Group Medical Insurance for the duration of the layoff by paying the entire monthly premium in advance;
- f) Medical absence exceeding twelve (12) months unless otherwise required by law.

Section 5. Transfer From Hourly to Salary Status

Any employee promoted to a job excluded from the bargaining unit after effective date shall have a period of six (6) months during which he may return to the bargaining unit or the Company may choose to return him to the bargaining unit, seniority providing and shall be granted full seniority status. If such an employee does not return to the bargaining unit within this stipulated time period he shall forfeit any future right to return to the bargaining unit with seniority. This right may only be utilized one time. This person will have the option to bid to an open position on any shift without bid penalty. They will not have bumping rights or be placed in their previously held position.

Section 6. Super Seniority for Union Committee/ Stewards

In case of layoff for the purpose of Union Representation the Executive Shop Committee members will be the last to be laid off plant wide. In the case of layoff the shift steward will be the last to leave the shift provided the steward can perform the available work. The Executive Shop Committee Chair will exercise super-seniority to obtain placement on first shift within thirty (30) days of his or her election.

**ARTICLE 7
JURISDICTION**

Section 1. Temporary Summer Employees

All temporary employees as such and so designated on the employment record will be used during the summer. These employees will be classified in the Level pertaining to the position worked and will receive no fringe benefits. These employees will not hold seniority. It is understood that students will have preference in hiring. If hired as a full time employee, time worked, as a summer employee shall be credited toward the employee's probationary period as a full time employee. Summer temps are dues paying members as specified in Article 2. These employees will be required to sign a form listed below which will be used to designate summer temporary employees. The Executive Shop Chair will be given a copy of all signed forms.

I understand that I am being employed for temporary summer replacement help during the period (May, June, July, August, September) and will resign by October 1, if not earlier separated by the Company. I realize and accept as a condition of my employment that I will not be considered as a regular employee, but as temporary help only.

If future vacancies occur, I will have the right to apply for full time employment by August 1st.

Section 2. Agency Labor

The Company may, at its option, continue to utilize agency workers. Such workers are not covered by this Agreement and are not part of the bargaining unit unless and until such time as they become a direct employee of the Company. Agency labor shall be paid no less than the beginning rate of the job assigned, as such rate may change as provided in this Agreement.

The Company will not use agency employees when direct employees are laid off out of the plant, except to fill vacancies while waiting for regular employees to report from layoff.

Except agency workers used to cover vacancies due to absences, leaves, vacations, suspensions and open bid positions, agency workers shall not exceed fifteen (15) percent of the employees on the seniority list. Part time agency employees assigned to the Company on March 1, 2018 will be offered part time employment with the Company as non-agency labor. Thereafter any newly hired direct part time labor will not exceed in number 15% of the full time labor workforce. Additionally, part time direct and full and part time agency labor combined (excluding agency workers used to cover vacancies due to absences, leaves, vacations, suspensions and open bid positions) will not exceed thirty (30) percent of the full time labor workforce without the written agreement of the Executive Shop Committee.

An agency worker may not work longer than 90 calendar days unless the Manager of Operations and the Union Committee agree to an extension.

The seniority date for an agency worker shall be the date of hire as a direct employee of the Company. If hired as a direct employee, time worked as an agency worker shall be credited toward the employee's probationary period as a direct employee.

Section 3. Foreman Jurisdiction

Nothing in this Agreement shall prohibit Supervisors or Business Group Leaders from performing bargaining unit work when assisting employees, temporarily manning equipment provided unit employees are working in the classification, covering during breaks and lunch periods or employees who are absent without prior notice. Additionally, Salaried Personnel may perform bargaining unit work in emergencies, provided the Union Committee is notified immediately. Additionally the Company agrees that it will restrict the exercise of such work, so as not to directly necessitate the layoff of any employees, or reduce the normal hours for any of its employees by allowing Supervisors or Business Group Leaders to work overtime hours while sending bargaining unit employees home.

Additionally, Supervisors and other Salaried Personnel employees shall not be prohibited from Item 1 through 3.

1. Performance of experimental and development work on production equipment,
2. The instruction and demonstration of work methods or procedures with an employee assisting or watching,
3. The running of equipment to check on operating problems or maintenance needs,

It is understood and agreed that the above described work items 1 through 3 by such Supervisor, Business Group Leader or technical personnel shall be only for the purpose as set forth and not for the purpose of displacing bargaining unit employees.

Additionally, in the event that absenteeism exceeds 20% on a shift and there are no volunteers to stay over from the previous shift, Supervisors, Business Group Leaders and other Salaried Personnel may be used in accordance with customer requirements.

ARTICLE 8 BIDDING, LAYOFF AND RECALL

Section 1. Posting Bids

When a new job classification is created the Company agrees to post it as such and all non-probationary employees will be entitled to bid on that new job and shall not be excluded from bidding by any bid penalty provision.

When a new job classification is created or a vacancy occurs in an existing classification and the Company wishes to fill such vacancy, notice shall be posted for a period of 48-hours on the plant bulletin board. Such notice shall include the job title, shift, and rate of pay. During the 48-hour period (excluding Saturday, Sunday and Holidays) eligible employees with seniority status may bid. An employee may cancel his job bid at any time during the 48-hour posting.

Bids shall be written on a prescribed form. A copy of the bid shall be placed in the suggestion box. The Company will give a copy to the Union Committee.

Section 2. Eligibility

Employees with seniority and no active discipline at the final step before termination of employment are eligible to bid two times in any twelve (12) month period. This limitation on bidding does not apply to newly created classifications.

Section 3. No Bidder

If after posting a job bid provided in this Article there are no bidders, the Company will recall senior laid off employees. If there are no employees on recall then the Company may hire from the outside or utilize agency service workers or temporary summer employees.

Section 4. Time Frame for Re-posting Bids

When a job has not been filled by bidding and is being filled by re-call or hiring, the Company agrees to again post the notice of the job open for bidding if it has not been filled within sixty (60) days after the expiration date of the last notice.

Section 5. Disqualification

When an employee has been disqualified from a position for performance reasons the employee will be placed in an open position on a shift of her preference. When an employee self-disqualifies during the first two (2) days of a new bid assignment, she will return to her former position and those who follow shall also be sent back; thereafter she will be placed in an open position on a shift of her preference. If the original position has been dissolved, then the employee has the

right to bid to any open position on any shift or bump someone with less seniority on any shift. Failure to qualify shall preclude an employee from further bidding for a period of six (6) months. Employees that have been disqualified cannot bid or bump again to this position for a period of two (2) years.

The phrase “new bid assignment” in the previous paragraph is reserved for a situation when an employee has neither held the position before as a bid job nor been temporarily transferred to such position nor worked in the position for overtime. Only employees in such a situation may self-disqualify, and they have 2 days to do so.

Employees who are disqualified by the Company because they become permanently disabled as a result of injury and who are unable to perform their regular duties, must bid to an open position on their shift consistent with their medical restrictions and without bid penalty, or if there is no open position on their shift, they may bump to a position consistent with their restrictions at the payrate for that classification (Conform Article 9, Section 4, Paragraph 7)

Failure to qualify when decided by Management shall be subject to the grievance procedure.

Section 6. Dissolving of Positions

Whenever a position is dissolved, the Company will give the Union written notice, including the reason for the position being dissolved and a list of the employees in the job classification on the shift being affected. The person with the highest seniority in the job classification on the affected shift has 48 hours from the time of the written notice to exercise the right to either remain in their current position or bid to any open position on any shift or bump anyone with less seniority on any shift either within their own level or in a classification in a lower level. If they decline, then this option is made to the next highest senior person. If nobody voluntarily moves, then the least senior employee in that classification will be removed and given the same options as stated above.

Section 7. Job Placement

An employee who successfully bids on a job will be charged with a job bid and is required to accept the bid position on the date he was notified he was awarded the bid. The date the employee is awarded the position is the date the twelve month bid limitation time frame begins. The successful bidder shall be assigned to said job as soon as may be practicable, consistent with balanced production and for a trial period based on the position level. The date the employee starts the new position is the date used for training purposes and level qualifications. Beginning with ratification, an employee bidding successfully to a higher paid position, will either be placed in the position or paid the higher rate within sixty (60) days of the award.

In addition, two (2) employees holding the same position on different shifts may elect, with company approval, to swap shifts one time per calendar year provided both are currently qualified to do the work on the other shift.

Section 8. Permanent Vacancies

When a permanent vacancy occurs, notice shall be posted for a period of 48-hours on the plant bulletin board. Interested employees can bid and shall be considered for the position.

Level A classifications: The most senior eligible employee shall be awarded the position.

Level B classifications: The selection of a successful applicant may include applicants from the outside and shall be based on the applicant's skills, education, experience, performance, quality record, attendance record, safety record, mechanical ability, and ability to fulfill the job description; if all other things are equal, seniority shall be the deciding factor.

Level C, D, and E classifications: The selection of the successful applicant is reserved to the sole discretion of management including hiring from the outside.

Level F classifications (including apprentices): Selection will be in accordance with Letter of Understanding #2.

Section 9. Periodic Bump

Non-probationary employees are eligible to bump to a different shift (while remaining within the same job classification) in June 2023 and every twenty four (24) months thereafter, based on seniority.

The initial bump sheet will be posted on the 1st of May and will be posted for a period of two (2) working days (excluding Saturday, Sunday and Holidays). The bumping process will be completed within two weeks, and new shift assignments will commence on the first day of the first full workweek in June.

If the Union feels there has been an unjustified delay, they may process it through the Grievance Procedure.

Section 10. Layoff

When a classification is eliminated or reduced ultimately resulting in a reduction of the total work force, the Company will identify the number of positions by classification and shift which will be affected.

Voluntary Layoff – A voluntary layoff will be offered first to those employees that are in that classification and on that shift. Any employee selecting voluntary layoff must remain on layoff at least thirty (30) calendar days unless earlier recalled by the Company. In the case of recall, voluntarily laid off employees will be recalled in reverse order of seniority. Employees wishing to return from voluntary layoff after thirty (30) days shall give five (5) days advance notice and may exercise their seniority to bump or bid pursuant to the terms of the labor agreement. Where two or more employees in a classification request a voluntary layoff, seniority will govern. A sign-up sheet will be posted on all designated departmental bulletin boards for employees to sign up if they are interested in a voluntary layoff. The Company agrees it will not contest any unemployment benefits an employee may be entitled to during a voluntary layoff period.

Involuntary Layoff - When an insufficient number of volunteers have come forward as described above, the least senior employees within the job classification and shift affected within Level A shall be placed on involuntary layoff. When any classification in Level B, C or D is reduced, the least senior employee from within the classification on the affected shift shall have the right to bump anyone with less seniority in Level A, provided that the employee has the ability to do the work within five (5) days.

An employee with seniority laid off from the Plant will be recalled to fill openings on the basis of seniority. Employees will have up to three (3) days to report, unless they qualify for an approved leave of absence.

The Company will give at least forty-eight (48) hour advanced notice when it is necessary to reduce the work force on any shift in any classification in any department when it results in a reduction of the total work force. Notice shall be posted on the plant bulletin boards and a copy given to the Union Committee.

Level E Maintenance employees will be subject to involuntary layoff before Level F Maintenance Journeypersons.

Section 11. Address and Phone Numbers

It shall be the responsibility of each employee to update the electronic payroll system, with his current address and telephone number. Notices, including those required by this Agreement, shall be deemed sufficient if directed by the Company to the employee at the address or telephone number last given by him.

Section 12. Temporary Job Transfers

The Company may temporarily transfer employees to other classifications and/or shifts to assist production or perform necessary work during the regular workday. When an unforeseen circumstance or emergency arises after the posting of overtime, the company may at their discretion transfer employees based on the business need. This will only apply on weekends and holidays.

For temporary shift transfers, the Company will select the willing, most senior, qualified-through-training, employee(s) for the transfer. In any event the least senior qualified employee will be required to move.

For transfers during the regular shift, the Company will select the employees to be transferred based on Company needs. The employees selected by the Company for temporary transfer may use their seniority, when qualified, to select from among the positions that need to be filled at the time of transfer. Such transfer shall not exceed thirty (30) consecutive working days unless agreed upon between the Company and the Union, provided that the Union's agreement will not be unreasonably withheld.

Section 13. Temporary Transfer Pay

When employees are transferred to a classification in a lower pay level, they will receive their current regular pay.

When employees are transferred to a classification in a higher pay level, they will receive their current regular pay unless such transfer is for more than four (4) hours per day, then they will be paid the classification rate based on their overall plant seniority for the duration of the transferred position, provided that the employee is fully qualified and trained to perform the duties of the entire job classification to which the employee is transferred, unless the transfer lasts more than thirty (30) consecutive working days, in which case the employee will receive the wage rate of the higher classification on each day thereafter.

ARTICLE 9 LEAVES OF ABSENCE

Section 1. Request for Leaves

Employees shall apply for and be granted leaves of absence for good cause without prejudice to seniority or other rights. Ordinarily a request for a leave of absence must be made at least two (2) weeks in advance except in case of emergency. Application for leave shall be in writing and shall state the reasons for such leave. A copy shall be given to Human Resources. All leaves of absence shall be signed by Human Resources in accordance with the type of leaves specified in the following paragraphs. Forms will be available on the floor and must be turned in to Human Resources.

Section 2. Personal Leave

An unpaid leave of absence from one (1) to thirty (30) days will be granted to employees with seniority if it is determined that there is good and sufficient cause to be granted a leave of absence. Additional extensions will be granted by mutual agreement by Management and the Union Committee from one (1) to thirty (30) days not to exceed a total of four (4) months. Each request for personal leave of absence will be reviewed on its own merits taking into account the reason for the leave, availability for replacements, length of service and attendance. Verification of the reason for the leave may be required. A personal leave will not be granted for the purpose of seeking or engaging in other employment. An employee who falsifies their reason for a personal leave will be subject to termination.

Employees returning from a personal leave of absence shall return to the work force in his former classification provided they have seniority.

Seniority will not be interrupted.

Employees on Personal Leave of Absence will not be eligible for holiday pay.

For employees who take a Personal Leave of Absence, the Company shall continue its contribution to their group insurance coverage through the end of the month in which their last day of work occurred. If the employee wishes to continue his group insurance coverage beyond the end of the month, he may do so by paying the entire monthly premium for a period not to exceed four (4) months. Payment must be made to the Human Resource Department by the 15th of the month or the day of leave, whichever is later, to be covered in the following month.

Section 3. Family and Medical Leave Act

All eligible employees of the Company may exercise fully all rights and options granted by the Federal Family and Medical Leave Act. Please refer to the FMLA Leave Packet for more detail and complete policy.

Employees utilizing intermittent FMLA will be required to use accrued vacation for the first forty (40) hours of covered intermittent absences. Permit but not require, employees for non-intermittent personal serious illness to substitute vacation allowance for FMLA unpaid leave; however, paid sickness and accident leave will be substituted for unpaid FMLA leave;

A rolling twelve (12) months will be used to calculate the period of leave entitlement.

Require repayment of the cost of all insurance and health care coverage provided during the leave from employees who fail to return to work to the extent permitted by law.

Section 4. Medical Leave

A Medical Leave of Absence may be granted for no less than seven (7) calendar days and for up to six (6) months to any employee who has completed his probationary period and who presents medical evidence satisfactory to the Company justifying the need for such leave for a temporary illness or injury. Such a leave can be extended by an additional six (6) months for up to twelve (12) months upon presentation of satisfactory medical evidence.

Employees shall continue to accrue seniority while on approved medical leave of absence. Approved medical leave taken shall count against an employee's Family Medical Leave Act leave allotment.

In case of hospitalization, the leave is retroactive to the first day of continuous absence. In case of illness or injury without hospitalization, the leave is retroactive to the first day the employee is eligible for sickness/accident benefits or FMLA leave.

The Company will continue to pay its contribution to the employee's medical insurance coverage for an employee and his/her dependents, if applicable on a medical leave up to twenty-six (26) weeks and during the period the employee receives sickness and accident disability benefits. After twenty-six (26) weeks, employees may continue Group Medical Insurance for the duration of the leave by paying the entire monthly premium in advance.

An employee seeking to return to work following the conclusion of an approved medical leave shall be required to submit medical proof satisfactory to the Company that he can resume normal work duties and assignments. Employees may also be required to submit to fitness for duty medical examination at the Company's expense to determine that the employee can resume work without risk to himself or others.

Employees who have been released to return to work with temporary medical restrictions arising from injuries such that they temporarily cannot safely perform the essential functions of their classification will be considered for light duty work as the Company determines is available, and at the payrates of that classification.

Employees who become permanently disabled as a result of injury and who are unable to perform their regular duties, may bid to an open position consistent with their medical restrictions and without bid penalty, at the payrate for that classification.

Section 5. Regular Military Leave:

Any employee who is called into active service, or who volunteers in the Armed Forces of the United States for not more than one enlistment period, shall be granted a leave of absence without pay or benefits, and shall accumulate seniority and enjoy all other rights for such period of such service as are required by federal law.

Upon termination of one enlistment period, he/she will be re-employed in line with his/her capabilities and seniority on available work at the current rate of pay for such work, providing he/she reports for work within ninety (90) days from date of discharge, provided the discharge is other than dishonorable.

Section 6. Summer Military Leave

Summer encampment leave, without pay, is granted for a maximum of two (2) weeks to an employee who is in the Reserve or National Guard and who is required to serve temporary active duty annually.

Such leave is not in lieu of vacations but an employee may take his vacation during military leave if he wishes to receive pay.

Seniority, medical insurance and life insurance will not be interrupted.

Section 7. Union Leave

A leave of absence will be granted for participation in necessary Union activities for Executive Shop Committee Officers, Shift Stewards and unit employees holding local union office. Requests must be presented in writing at least three (3) days in advance of the start of the leave. Up to thirty-five (35) days combined per calendar year will be granted. Days off can be taken in half day increments. Two (2) Committee Officers or Shift Stewards and local unit officers per shift can be off at any given time to attend a union function, as long as those officers do not hold the same bid position on the same shift. Attendance at grievance hearings does not count against this allotment or as a Union function. The two (2) Executive Committee and/or Steward rule does not apply when the Executive Committee needs time off to prepare for Arbitration or at Contract time. Time for arbitration preparation is limited to 2 days and contract preparation limited to 3 days. Three (3) months out of the year the Executive Committee will be given one day during each of the three (3) months to conduct Union Meetings. An employee(s) elected as a delegate to the UAW Constitutional Convention will be granted the necessary leave of absence.

**ARTICLE 10
HOURS**

Section 1. Hours of Work

Each workweek consists of forty (40) working hours beginning on Sunday at 11:00 pm and ending the following Sunday at 10:59 pm. This language shall not be construed as a guarantee of hours of work.

Shift schedules may be changed from time to time at the Company’s discretion, and after discussing with the Executive Committee. Lunch and break times may vary to accommodate production.

The hours of the working day shall be divided into ten (10) periods of six (6) minutes each for the purpose of computing the pay of the employees on all clock card rings.

	<u>1st shift</u>	<u>2nd shift</u>	<u>3rd shift</u>
Starting	7:00 am	3:00 pm	11:00 pm
Ending	3:00 pm	11:00 pm	7:00 am

Section 2. Pay Day

Employees are paid every week, 52 times annually. Pay is for the workweek preceding the next payday.

Direct deposit is mandatory for all Freudenberg-NOK Findlay employees.

Section 3. Report Pay

Employees called to work or reporting at the regular starting time when they have not been notified that work is not available, shall at Management's election be assigned to jobs and paid the rate of their classification or the rate of the job performed, whichever is higher for such jobs or sent home and given four (4) hours pay at their regular rate unless work is unavailable due to labor dispute, fire, flood, or other cause beyond the control of management.

Section 4. Paid Break and Lunch Period

Employees shall be allowed one (1) paid 30-minute lunch break during any shift scheduled for eight (8) hours or more. The break shall be scheduled to accommodate production. However, the break shall begin no earlier than 3½ hours after shift start and no later than 5 hours after shift start time.

Employees shall be allowed one 10-minute paid rest break during any shift scheduled for six hours or more but fewer than 8 hours. The break shall be scheduled to accommodate production.

ARTICLE 11 OVERTIME

Agency labor, part time and probationary employees will not be offered overtime until all full time seniority employees have been asked as outlined in Section 1 of this Article.

Section 1. Daily Overtime Scheduling

Daily overtime prior to the shift shall be offered to employee(s) holding the highest seniority on the shift, who can perform the work required. When such overtime work is required, the Company will give notice to employees at least twenty-four (24) hours in advance.

Daily overtime after the shift will be offered to the person currently working in the position where the overtime is needed, unless the person currently working is part time in which case the overtime will be offered to full time employees. When such overtime work is required, the Company will give notice to employees at least one hour in advance when possible. If overtime is refused, the Company will then offer the overtime to the highest senior person on the shift that can perform the work.

In the event a sufficient number of employees do not volunteer for such overtime, the Company may require a sufficient number of least senior employees who can perform the work required to work such overtime, provided that in each new instance of mandatory daily overtime, the Company will start with the junior employee who was least recently mandated to work daily overtime from among those who can perform the work required.

Section 2. Daily and Weekly Overtime Pay

Time and one-half (1-1/2) of the employee's hourly rate shall be paid for all hours worked in excess of eight (8) hours in a day and/or forty (40) hours in a week.

Section 3. Saturdays, Sundays, and Holidays Overtime Scheduling

Overtime will be first offered to employees holding the highest seniority on the shift, who can perform the work required. When such overtime work is required, the Company will give notice to employees at least twenty-four (24) hours in advance.

In the event a sufficient number of employees do not volunteer for such overtime, the Company may require a sufficient number of least senior employees who can perform the work required to work such overtime, provided that in each new instance of mandatory weekend or holiday overtime, the Company will start with the junior employee who was least recently mandated to work weekend or holiday overtime from among those who can perform the work required.

However, the least senior employees mandatoried will not be required to work more than two (2) "voluntary/mandatory" weekends, which follow each other, even if separated by weekends when no overtime is required or when the entire shift is mandatoried. The next least senior qualified employee on the shift will be required to work the third (3rd) "voluntary/mandatory" weekend, before the least senior employee will be mandatoried to work another "voluntary/mandatory" weekend. This exception does not apply to overtime required when the entire shift is mandatoried or if there are otherwise insufficient qualified employees to work the overtime. Whenever there is a weekend where no unit employee is scheduled to work on a Saturday, that clears the slate and the next voluntary/mandatory weekend worked counts as the first weekend worked for counting two (2) mandatory weekends.

In all overtime assignments the proper ability to perform the services required shall govern.

There shall be no mandatory crossing of shifts to get to the overtime unless the overtime cannot be filled any other way, there shall be no pyramiding of overtime.

Section 4. Saturday and Sunday Overtime Pay

All work performed on Saturday shall be paid for at time and one-half (1-1/2) on the employee's hourly rate for that week provided the employee works all scheduled hours during the week. Scheduled hours exclude time where work was unavailable, and all paid time off.

All work performed on Sundays shall be paid for at two (2) times the employee's hourly rate for that week.

In all overtime assignments the proper ability to perform the services required shall govern.

There shall be no mandatory crossing of shifts to get to the overtime unless the overtime cannot be filled any other way. There shall be no pyramiding of overtime.

Section 5. Overtime Worked Below Pay Level

Employees who voluntarily work overtime in a level below their own level will be paid the rate of the job classification in which the overtime is worked. If the Company mandates employees to work overtime in a level below their own level, they will be paid at their normal rate of pay for the job classification in which they normally work.

ARTICLE 12 WAGES

Section 1. Hourly Rates

All hourly classifications and hourly rates in effect as of the effective date of this Agreement, and as established by and under this Agreement, are set forth in Exhibit A, attached. After the signing of this Agreement no increases will be granted to any employees in the plant unless the same rate of increase is granted to all employees in the same class and type of service in the plant, except by permission of the Union Committee. Rate increases will only occur for pay level changes.

Section 2. Reduction of Wages

During the life of this Agreement there shall be no reduction in wages, except as stated herein.

Section 3. Job Classifications

See pay scale for job classifications within level. The minimum rate of pay for any employee of the Company shall not be less than the amount now being paid per hour and shown in Section 1.

Section 4. Shift Premiums

Employees working the second shift shall be paid \$1.00 an hour as a shift premium and employees working the third shift shall be paid \$1.00 cents an hour as a shift premium.

Section 5. Paycheck Deductions

The Company can at no time deduct any money from the employee's pay check except as provided by law and such as agreed to by the employee or the Union and only for such duration as agreed. Upon written request from the employee, the Company will withhold municipal taxes for employees residing in any municipality requiring such taxes.

Other optional deductions include the portion of Group Health Insurance not paid by the Company, which is deducted from each payroll check. Other voluntary contributions such as the credit union and 401-K retirement plan are also deducted each pay period.

Section 6. Inventory

If bargaining unit employees were asked to assist in the factory inventory, they shall be paid the rate of their classification. When factory inventory is taken on Holidays or overtime, the employees will receive pay subject to Article X and XII. Employees shall be offered inventory work based on seniority. If a sufficient number of employees do not volunteer, the Company shall mandate a sufficient number of least senior employees to perform the work.

ARTICLE 13 HOLIDAYS

Section 1. Observed Holidays

All regular full time employees covered by this Agreement shall be paid for the following negotiated holidays:

2022

Good Friday: April 15th
Memorial Day: May 30th
Independence Day: July 4th
Labor Day: September 5th
Thanksgiving Day: November 24th
Day after Thanksgiving Day: November 25th
Christmas Eve: December 23rd
Christmas Day: December 26th
New Year's Eve: December 30th

2023

New Year's Day: January 2nd
Good Friday: April 7th for 1st and 2nd shifts; April 10th for 3rd shift
Memorial Day: May 29th
Independence Day: July 4th
Labor Day: September 4th
Thanksgiving Day: November 23rd
Day after Thanksgiving Day: November 24th
Christmas Eve: December 25th
Christmas Day: December 26th

2024

New Year's Eve (2023): January 1st
New Year's Day: January 2nd
Good Friday: March 29th for 1st and 2nd shifts; April 1st for 3rd shift
Memorial Day: May 27th
Independence Day: July 4th
Labor Day: September 2nd
Thanksgiving Day: November 28th
Day after Thanksgiving Day: November 29th
Christmas Eve: December 24th for 1st and 2nd shift; December 26th for 3rd shift
Christmas Day: December 25th
New Year's Eve: Dec 31st

2025

New Year's Day: January 1st
Good Friday: April 18th for 1st and 2nd shifts; April 21st for 3rd shift
Memorial Day: May 26th
Independence Day: July 4th
Labor Day: September 1st
Thanksgiving Day: November 27th
Day after Thanksgiving Day: November 28th
Christmas Eve: December 24th for 1st and 2nd shifts; December 26th: 3rd shift
Christmas Day: December 25th
New Year's Eve: December 31st

2026

New Year's Day: January 1st

Instead of New Year's Eve: January 2nd

Good Friday: April 3rd for 1st and 2nd shifts; April 6th for 3rd shift

Memorial Day: May 25th

Independence Day: July 3rd for 1st and 2nd shifts; July 6th for 3rd shift

Labor Day: September 7th

Thanksgiving Day: November 26th

Day after Thanksgiving Day: November 27th

Christmas Eve: December 24th

Christmas Day: December 25th

Section 2. Holiday Eligibility

In order to qualify for holiday pay, employees must have completed their probationary period prior to the holiday.

The employee must have worked the last scheduled workday prior to and the next scheduled workday after such holiday within the employee's regularly scheduled workweek. Employees who arrive up to thirty (30) minutes late will still receive Holiday pay.

Whenever an otherwise eligible employee is laid off or has gone on a prior approved leave of absence for injury or personal illness either of which commenced during the work week prior to or during the week in which the holiday falls or on the first scheduled work day after such holiday, he shall receive pay for that holiday. In case of injury or illness the Company may require proof of such injury or illness.

Whenever one of the above holidays falls within an eligible employee's vacation period and he is absent from work during his regularly scheduled workweek because of such vacation, he shall be paid for that holiday.

Section 3. Holiday Pay

Employees eligible for holiday pay under this Article shall receive eight (8) hours pay at their regular straight time hourly rate including shift bonus.

Employees who have accepted holiday work assignments and then fail to report for and perform such work without reasonable cause shall not receive pay for the holiday.

All work performed on one of the days which are recognized in this agreement as paid holidays, shall be paid at double (twice the hourly rate) the employees' hourly pay. In addition, the employee shall receive his holiday pay for any such holiday as provided in the Agreement. The forty (40) hour rule will not apply to Holidays.

ARTICLE 14 VACATION

Section 1. Vacation Eligibility

The Company shall provide paid vacations for full time employees based upon the table in Section 2. Anyone on the seniority list as of January 1 shall thereafter be eligible to receive vacation with pay, earned and paid in the same year. Employees may take their vacation pay and their vacation time off as provided below. Upon termination, employees will be paid their vacation hours accrued, and are required to pay back any vacation they have been paid, but not yet earned. Employees resigning must give a two (2) week written notice to receive accrued vacation. Any overpayment will be automatically deducted from their last paycheck.

For an employee to be eligible for vacation pay he must have worked at least 500 hours during the calendar year. All paid vacation, holiday time, and absences compensable under workers compensation or the sickness and accident shall be counted as hours worked toward the 500 hours of qualifying time.

The vacation entitlement shall be computed by using the first date an employee was hired by the Company.

Section 2. Vacation Entitlement

After 3 (three) month probation	Five (5) paid days, prorated as follows: 1st Qtr (Jan-Mar) = 5 days; 2nd Qtr (Apr-Jun) = 4 days; 3rd Qtr (Jul-Sep) = 3 days; 4th Qtr (Oct-Dec) = 2 days
January 1st after completing probation	Ten (10) days paid
January 1st after four (4) years of service*	Fifteen (15) days paid
January 1st after nine (9) years of service*	Twenty (20) days paid

* These new tiers will go into effect on January 1, 2023.

Section 3. Vacation Scheduling

- Required Notice:** Advance notice of vacation scheduling is required to ensure scheduling of work. For half days (1/2), one (1) or two (2) day vacations, employees must either talk directly with a shift supervisor twenty-five (25) hours prior to the requested time off or call the absenteeism mailbox twenty-eight (28) hours prior to the requested day(s) off. Employees who desire to take more than two (2) days of vacation at one time should give their supervisor/manager a minimum of one (1) week advance notice.
- Emergency Vacation Days:** Notwithstanding the foregoing, all employees with at least one (1) year of continuous service shall be entitled to use three (3) vacation days on an emergency basis. Two (2) emergency vacation days shall be taken in non-consecutive full-day increments. One (1) emergency vacation day can be taken in half- or full-day increments. To use an Emergency Vacation Day, employees must call in prior to the start of the shift except for up to two (2) half day vacations used during the back half of the shift.

3. **Excluded Weeks from Vacation:** In scheduling all vacations, the Company maintains precedence to ensure that in its sole judgment an ample number of employees are available at all times. The Company may, if business conditions warrant, exclude certain weeks from vacation eligibility. The Company will notify by posting a notice advising all employees of the week(s) to be excluded. This notice will be posted by March 1 of each year of the agreement.
4. **Vacation During Shutdown:** The Company will give employees advance notice when mandating vacation usage during a shutdown. Such mandated usage shall not exceed five (5) days of vacation. This notice will be posted by April 1 of each year of the agreement.
5. **March 1st Rule:** All vacation requests submitted during the months of January and February for any time after March 1st will be granted based on seniority within job classification by shift, with vacations of the longest consecutive duration taking precedence over vacations of shorter duration. Any overlaps will be determined by highest seniority. Approval for these dates will be returned to employees by the 10th of March.
6. **January and February Rule:** Any vacation requests submitted during the month of December for any time in January and February will be granted based on seniority within job classification by shift, with vacations of the longest consecutive duration taking precedence over vacations of shorter duration. Any overlaps will be determined by highest seniority. All other vacation request will be granted on a first-come, first-serve basis.
7. Employees who earn vacation until on or after December 15 will be paid out in cash in lieu of time off prior to the end of the year. Employees may use one (1) whole or two (2) half day emergency vacation days to be used between November 15 and December 31 or cashed in at year end.
8. **Full Week Rule:** Full week vacations shall be scheduled to begin on the approved date and last five working days.
9. **Rescheduling Rules due to Accident/Illness:** If an employee is absent due to sickness or accident at the time his vacation is scheduled the Company will agree to postpone his vacation to a later agreeable date within the same calendar year provided the employee provides medical documentation satisfactory to the Company and provided the employee notifies the Company within forty-eight (48) hours of the need to reschedule.
10. **Supervisor Approval:** No vacation requests shall be considered as granted until such time as the supervisor has returned to the employee the signed vacation request form indicating acceptance or denial.
11. **Saturdays, Sundays and Holidays:** Vacation days CANNOT be scheduled on Saturdays, Sundays and Holidays in place of overtime. However, emergency vacation days can be used for any plant- or division-wide mandatory overtime on weekends and/or holidays. For purposes of this provision, "division" means FPA, SSA, or HPP.
12. **Vacation Blocking Overtime:** When vacation days are approved prior to mandatory overtime postings, employees will not be required to work such overtime. All vacation requests must be submitted by the end of employee's shift on each Tuesday to block overtime requirements for the following weekend. Any vacation requests submitted after

that time may be approved but will not exempt employees from mandatory overtime requirements. This rule only applies to full vacation days.

13. Full day Friday vacations will block the following Saturday and Sunday requirements. Full day Monday vacations will block the previous Saturday and Sunday. Employees who schedule vacation beginning Monday through Friday will not be mandatory to work the weekend before or the weekend following said vacation.
14. Once vacations have been approved, the Company will not cancel them.
15. Employees may cancel five (5) consecutive regular work days per calendar year with a minimum of one (1) week notice. Employees may also cancel two (2) vacation selections of less than one (1) week each calendar year, with notice prior to the start of the shift.

Section 4. Vacation Pay

Employees eligible for vacation pay under this Article shall receive eight (8) hours' pay at their regular straight time hourly rate including shift bonus.

Vacation pay can be substituted for any prior approved time off such as Family & Medical Leave (FMLA), Medical Leave of Absence and unpaid Funeral Days.

Each employee may at his option accept pay in lieu of vacation due in excess of two (2) weeks in any year, providing the Company is notified in writing one (1) week in advance of the desire to exercise this option.

Section 5. Perfect Attendance Program

Freudenberg-NOK wants to reward those employees with perfect attendance records. Our success depends a large part on the attendance of each employee. To be eligible for the program, you must be a payroll employee and be employed for the entire period to qualify.

For the purpose of determining perfect attendance, the following days will not be counted as absences: Jury duty, absence due to work related injuries, approved leaves of absence (medical, military, union), FMLA, vacation days, holidays, personal days, approved funeral days, plant closings due to weather, voluntary days off due to work shortage, court hearings where the employee is a participant in the proceedings or attendance is required due to employee's minor child(ren) and absences due to a level 3 snow emergency in Hancock county or the employees home county.

The Company will pay a bonus based on 2% of all base regular and overtime hours worked every four (4) months, except employees who have perfect attendance for the entire year will receive 3% of all base regular and overtime hours for the last four (4) month period. Bonuses will be paid out accordingly.

1st four (4) months = May 2nd four (4) months = September
3rd four (4) months = January

If anyone terminates during the four (4) month period, they will not be eligible for the attendance bonus.

**ARTICLE 15
PERSONAL DAYS**

Section 1. Personal Day Eligibility

All employees shall receive one (1) unpaid personal day at the completion of their probationary period and on January 1st and July 1st of each calendar year. Employees shall not be considered absent for using their personal day.

Section 2. Personal Day Scheduling

Employees must call in and request a personal day prior to the start of their shift. Personal days can only be taken in full day increments.

Section 3. Personal Day Pay

Any unused Personal day will be paid out on the first pay period following the calendar year during which it was earned, if not used earlier.

**ARTICLE 16
BENEFITS**

The Company shall provide medical, dental, vision, disability, accidental death and dismemberment, and life insurance benefits, as well as retirement and profit-sharing, benefits equivalent to the FNGP standard benefits for hourly employees, as these standard benefits and contributions may be amended from time to time. Copies of the summary plan descriptions or other governing documents will be given to all eligible employees. Employees will pay no more than 26% of the premium cost of the company offered medical plans while the employee is in active employment status with the Company.

**ARTICLE 17
BEREAVEMENT**

Section 1. Bereavement Eligibility

When death occurs to a family member, employees will be excused based on the relationship to the deceased as stated below. Employees will be excused following the date of the death and ending with the funeral or memorial service. Verification of attendance must be received before payment will be issued. Employees who are notified during their shift of the death of someone covered by this Article, will be excused for the remainder of the shift without pay and without points.

In the event an employee is on vacation and it becomes necessary for him to attend the funeral of any person covered in this Article, his vacation schedule shall be extended by the number of days he would be eligible for payment under said Article had he been working in the Plant or the time may be converted from vacation to bereavement at the employee's request, provided he notifies the Company promptly of the funeral.

Spouse, Child/Stepchild: Leave for up to five (5) normally scheduled working days (including Saturday and Sunday) will be granted with pay and without points.

Other Immediate Family Members (Parent, Brother, Sister, Grandchild, Grandparents): Leave for up to three (3) normally scheduled working days (including Saturday and Sunday) will be granted with pay and without points.

Non-immediate Family Members: Leave for one (1) normally scheduled work day (including Saturday and Sunday) will be granted without pay and without points.

Mother-in-law, Father-in-law, Brother-in-law, Sister-in-law, Great-grandparents, Step Parents or Step Siblings: Leave for up to three (3) normally scheduled working days (including Saturday and Sunday) will be granted, with one (1) day being paid and the other two (2) unpaid. No points will be assessed.

Section 2. Bereavement Pay

Employees excused from work under this Article shall receive the amount of wages they would have earned by working straight time hours on such scheduled days of work for which they are excused (excluding Saturdays and Sundays). Proper notice is required before payment will be issued. Acceptable notices will be something in writing from the Funeral Home on letterhead paper, not brochures.

Time off without pay and without points will be granted to probationary employees within the bereavement guidelines.

ARTICLE 18 JURY DUTY

Section 1. Jury Duty Eligibility

An employee with thirty (30) or more days of seniority who is summoned and reports for jury duty, as prescribed by applicable law, shall be paid by the Company. In order to receive payment, an employee must give Management prior notice that they have been summoned for jury duty and must furnish satisfactory evidence that they reported for, or performed, jury duty on the days for which they claim such payment.

The provisions of this Section are not applicable to an employee who, without being summoned, volunteers for jury duty.

Section 2. Jury Duty Pay

An amount equal to the difference between the amount of wages (excluding night shift premium) the day rate employee otherwise would have earned by working during straight time hours for the Company on that day, and the daily jury duty fee paid by the Court for each day on which they report for or perform jury duty and on which they otherwise would have been scheduled to work for the Company up to a maximum of twenty (20) days per year.

ARTICLE 19 HEALTH AND SAFETY

Section 1. Safety Committee

In order to promote the functions of Health and Safety, the Company agrees to maintain a Safety Committee with a membership of at least four (4) Union Members (provided sufficient members volunteer to serve on the Committee) and Management representatives. This Committee shall ordinarily meet once each month. Members will be paid their regular straight time rate for time spent in Committee meetings. A Union Safety Committee Member will be notified on the outset of the Safety Walk and will accompany management on the walk.

Section 2. Safety Gloves

The Company shall supply all employees whose duties require the use of gloves, with gloves, without cost to the employee providing the employee returns the worn-out gloves to the Company. Such gloves to be either new or in good condition.

Section 3. Safety Glasses

The Company will provide one pair of non-prescription safety glasses annually, where needed, at no cost to employees to replace lost glasses. The Company will replace broken glasses at no cost provided the broken glasses are returned to the Company. Additional glasses will be available at cost.

Section 4. First Aid

The Company shall furnish an adequate first aid kit and shall train in First Aid and CPR at company expense an adequate number of volunteer employees. Employees will be paid their regular rate for such training or overtime if the Company schedules the training outside the employees regular shift hours.

Section 5. Safety Equipment

In the event safety equipment should become mandatory in any instance or circumstance, the Company shall bear the full expense of these items with the exception of footwear. All maintenance personnel are required to wear steel-toed, flame-retardant, static/shock resistance and skid-proof shoes. The Company will reimburse up to \$125 annually for replacement shoes and insoles that meet the above requirements. The Company will also pay up to \$100 annually for steel-toed safety shoes and insoles for all production employees.

Section 6. Work Related Injuries

Should an employee be injured on the job and require medical attention, such employee shall be paid for the time lost until such times as he or she returns to work, or until the end of his or her regular shift, but in no case will reimbursement for lost time be for more than eight (8) hours at his or her regular rate of pay.

**ARTICLE 20
PART TIME FREUDENBERG-NOK EMPLOYEES**

Notwithstanding other provisions in this Agreement to the contrary, the following provisions apply to the employment of part time unit employees:

Section 1. Work Schedules

All part time direct/unit employees and part time agency workers, will work one of the schedules as listed below:

- a. Five (5) four (4) hour days (Monday-Friday). First, Second or Third shift commencing at the start of the regularly scheduled shift. First, Second or Third shift concluding at the end of the regularly scheduled shift.
- b. Three (3) eight (8) hour days (Monday-Friday). First, Second or Third regularly scheduled shifts.

Section 2. Union Dues and Regular Employment

Part time unit employees shall be dues paying members on the same terms as other part time members as provided by the Union Constitution. Agency part time workers assigned to the company ninety (90) calendar days or more on the date of ratification will be offered part time direct employment and will be deemed to have completed successfully the probation period.

Section 3. Pay Rates

Part time unit employees will receive pay at the rate for the job performed per the contract.

Section 4. Conversion to Part Time or Full Time Employment

Part time unit employees will be granted full time employment once placed in a bid position through the bidding process outlined in Article 8.

Full time unit employees bidding on part time unit positions will move to part time status once placed in a part time position through the bidding process outlined in Article 8.

Section 5. Exercise of Seniority

The seniority of both part time and full time employees is determined by the employee's hire date as outlined in Article 6, Section 1.

Section 6. Extra Hours or Overtime

Part time unit employees may volunteer for extra hours or overtime assignment. They will not be mandated outside of their scheduled hours.

Section 7. Reduction to Part Time and Lay Off

In the event of layoff, part time positions shall be laid off first. Any part time employee may exercise her seniority to avoid layoff, but she will be expected to assume full time status.

Section 8. Number of Part Time Employees

Part time agency employees assigned to the Company on March 1, 2018 will be offered part time employment with the Company as non-agency labor. Thereafter any newly hired direct part time labor will not exceed in number 15% of the full time labor workforce. Additionally, part time direct and full and part time agency labor combined (excluding agency workers used to cover vacancies due to absences, leaves, vacations, suspensions and open bid positions) will not exceed twenty-five (25) percent of the full time labor workforce without the written agreement of the Executive Shop Committee.

Section 9. Benefits

Part time unit employees will receive holiday pay equal to their regular number of hours scheduled (4 or 8) for any holiday falling in their regular work day; a pro-rata vacation benefit; perfect attendance bonus based on their schedule, funeral, jury duty, personal days, Leaves of Absence as provided in the agreement and equivalent to their work schedule. Insured benefits based on eligibility are offered as provided in the Plan Documents. For the employee to be eligible for vacation pay, he must have worked at least 250 hours during the calendar year. All paid vacation, holiday time and absences compensable under workers compensation or the sickness and accident shall be counted as hours worked towards the 250 hours of qualifying time.

ARTICLE 21 MISCELLANEOUS

Section 1. Union Bulletin Boards

The Company will provide bulletin boards for the exclusive use of the Union in posting notices pertaining to notices of Union meetings, notices of elections, appointments and results of elections and notices of Union recreational and social affairs. The Manager of Operations or Manager of Human Resources shall approve all other notices prior to posting. Defacing or altering Company or Union notices will not be tolerated.

Section 2. Union Representatives Plant Visits

International or Local Union representatives may visit the plant during working hours with respect to matters involving the Union's representation of the employees after clearing through the Manager of Human Resources. The Union Chairperson will be permitted to be present during these visits upon request of the International Representative. The representatives will not interrupt production.

Section 3. Voting

Generally, polling times are set up so that ample time is allowed for voting before or after work. However, in unusual circumstances, where an employee would be unable to vote without time off from work, the employee, with the prior approval of his or her supervisor, may take up to one hour off without pay and without points for this purpose. To receive time off for voting, an employee must present a valid voter's receipt to his supervisor upon returning to work.

Section 4. Plant Rules

The parties recognize that the Company has the right to add to, delete, or modify work rules. The Company agrees to discuss with the Union Committee any changes to the rules before exercising its right to unilaterally implement changes. The Union shall have the right to grieve through arbitration the reasonableness of the additions, deletions or modifications.

Section 5. Breaks on Overtime

Every two (2) hours of daily overtime the employee shall receive a ten (10) minute break.

Section 6. Break Signals

At the break and lunch signal, the employees will leave their work area to begin their break, and will return to their work area at the closing signal. All employees must be at their work area to begin work at the signal sounded one (1) minute after the closing signal.

Section 7. Union Filing Cabinet

The Company will continue to provide a steel filing cabinet with locking steel bar for the Union's use.

Section 8. Telephone Messages

Incoming calls for employees on the Company business lines cannot be received except for serious emergencies in the employee's family. Those messages will be taken and delivered to the employee with reasonable promptness.

Section 9. Vending Services and Annual Appreciation Luncheon

The Company has the right to change vending services at any time. The Company will provide or ensure that a vendor provides an annual appreciation luncheon for employees.

Section 10. Employee Demographics and Hourly Position Lists

Upon request and no more often than once a month, the Company will provide the Union Committee Chairperson with an Employee Demographic List, including the employee's name, address, city, state, birth date, hire date, shift and phone number, and identifying which employees finished their probationary period the previous month, as well as an Hourly Positions List.

ARTICLE 22 CONFLICTS WITH LAWS OR REGULATIONS

Section 1. Contract Compliance with Law

If any provision of this agreement shall be held invalid or in conflict with any federal or state law, the remainder of the contract shall not be affected thereby the Company and the Union will negotiate necessary revisions in the contract to bring it into compliance with the applicable provisions of the law.

It is the express intent of the parties to this agreement that it shall not be interpreted in such a manner as to cause or constitute a violation of PL-88-38 known as the Equal Pay Act of 1963 or Title VII of PL-88-352 known as the Equal Employment Act of 1964.

Section 2. Non-Discrimination

The Company and the Union agree that they shall not discriminate against any employee on any basis prohibited by law.

The Company and the Union agree that they shall not discriminate against, interfere, restrain or coerce any employee activity on behalf of the Union.

The Company and the Union agree that employees shall not suffer unlawful harassment in the workplace. Employees who believe they have witnessed or suffered unlawful harassment should report such conduct to the Company in compliance with the Company's anti-harassment policy. After such a report is made, the Union can submit such a complaint directly to the fourth step of the grievance procedure.

The Company and the Union agree they will comply with the Americans with Disabilities Act (ADA).

All references to employees in the Agreement designate both sexes and wherever the male gender is used it shall be construed to include both male and female employees.

ARTICLE 23 WRITTEN AGREEMENTS

Both the Company and the Union agree that in the future all agreements between the parties will be in writing and signed and will be binding on both parties.

If no agreement is reached, the issue will be discussed by the UAW Regional Director and the Company's Director of Employee Relations, or their designated representatives will meet with the Committee to resolve the issue.

Further, it is expressly understood that no practice, method of operation or course of conduct prior to January 1, 1995, may be used or admitted for any purpose whatsoever in any grievance, arbitration or other proceeding, unless the practice has been reduced to writing and agreed to by the parties.

No Memorandum of Understanding/Agreement, Letter of Understanding/Agreement, or other side agreement executed before the effective date of this agreement will remain in effect unless it is incorporated into this agreement.

ARTICLE 24 NO STRIKE - NO LOCKOUT

During the term of this Agreement, neither the Union nor its officers, agents or any of the employees will encourage, sanction, authorize, participate in, or condone any strike, slow down, work stoppage, sympathy strike, unfair labor practice strike, boycott, or any other action which may interrupt or interfere with the operation of the Company. The Company will not engage in a lockout during the term of this Agreement.

**ARTICLE 25
DURATION OF AGREEMENT**

This agreement shall continue in full force and effect until 12:01 A.M. on March 1, 2026 and thereafter as provided for in this Article, and it shall be automatically renewed from year to year thereafter unless notice be given in writing by either party to the other by registered mail sixty (60) days prior to the expiration date.

In the event such notice has been served and negotiations for a new Agreement are not completed by the expiration date of said sixty (60) day notice, this Agreement shall nevertheless continue in full force and effect until a new Agreement is signed, unless a party gives the other party written notice to terminate said agreement, which shall not be earlier than ten (10) days from the receipt of said notice. Any such notice of termination shall state the date upon which the termination of this Agreement shall be effective and upon such date this Agreement shall terminate.

IN WITNESS WHEREOF: The parties have set their hands to duplicates hereof the day and year first above written.

For The Company

For The Union

Roy Schroeder
Lead Center Manager
Freudenberg-NOK Sealing Technologies

Wayne Blanchard
Regional Director
Region 2B, UAW

Stephanie Frazier
Human Resource Manager
Fluid Power Automotive

Tricia Geiger
International Union Representative
Region 2B, UAW

Rick Dudics
Operations Manager
Fluid Power Automotive

Derek Kepling
Union Committee Chairperson

Monica Musgrave
Union Committee Vice Chairperson

Joshua McDonald
Union Committee Secretary

LETTER OF UNDERSTANDING #1

CONTRACT AGREEMENT

The following confirms that we agreed during the 1998 negotiations subject to the provisions of the grievance procedure of the parties Agreement, in those instances where the UAW's International Executive Board, Public Review Board, or Constitutional Convention Appeals Committee have reviewed a grievance disposition and found that such disposition was improperly concluded by the Union body or representative involved, the International Union may so inform the Human Resources Department of Freudenberg-NOK Findlay and request in writing that such grievance be re-instituted in the parties grievance procedure at the same level at which it was originally settled. After receipt of such written request, the grievance will be so re-instituted by the Company.

It is understood by the parties, however, that the Company will not be liable for any back pay claims from the time of original disposition to the time of reinstatement of the grievance, and it is further agreed that the reinstatement of any such grievance shall be conditioned upon agreement by the Union and the employee(s) that neither will pursue such back pay claim against the Company.

This letter is not to be construed as modifying in any other way either party's rights or obligations pursuant to the Collective Bargaining Agreement or the final and binding nature of any other grievance resolutions. It is also understood by the parties that this letter of understanding and the Company's obligation to re-institute grievance consistent with the conditions set forth above and upon written request from the Union, can be terminated by either party upon thirty (30) days notice in writing to that effect.

LETTER OF UNDERSTANDING #2

MEMORANDUM OF AGREEMENT - JOINT APPRENTICESHIP PROGRAM

Standards of Apprenticeship

This collective bargaining agreement and Exhibits B and C to this collective bargaining agreement are the only recognized agreements governing the registered joint apprenticeship program for bargaining unit employees. Notwithstanding anything to the contrary in Section 24 of Exhibit B, any changes to these agreements as it pertains to the Apprenticeship Program must be in writing and signed and dated by an authorized representative of the UAW International Skilled Trades Department (not a bargaining unit employee) and an authorized representative of the Company. Where required by law, the modified agreement(s) must be registered with and approved by the Ohio State Apprenticeship Council to be effective.

Required Employee Agreement

The Company and the Union recognize that the Company will incur significant expense for classes and books for employees participating in the registered joint apprenticeship program. Accordingly, the Company and the Union agree that employees who obtain a journeyworker certification through the program but remain with the Company for less than two years shall be required to reimburse the Company for its expenditures on those classes and books on a pro-rated basis in accordance with the percentage of the two years actually worked as a journeyworker. The Company and the Union also agree that employees will be paid their base

hourly wage for time spent receiving related instruction (RI) required by the program only when that time causes the employee to miss regularly scheduled working time.

The Company and the Union agree that employees must sign an agreement with the Company, in the form attached as Exhibit C, as a condition of participation in the registered joint apprenticeship program. Employees must sign that agreement at the time they apply for admission to the apprenticeship program in the presence of the JATC chairperson and secretary.

Selection of Apprentices

The Company will post opportunities to participate in the registered joint apprenticeship program for a period of 48 hours on the plant bulletin board. During the 48-hour period (excluding Saturday, Sunday, and Holidays) bargaining unit employees may indicate their interest in participation by signing the posted bid sheet. The Company may also simultaneously seek candidates for participation from outside the bargaining unit.

The JATC has full authority and responsibility over the process for selecting among candidates who indicate an interest, provided that the JATC must adhere to Sections 2 and 3 of Exhibit B and any applicable provisions of this collective bargaining agreement. For purposes of clarification of Section 3 of Exhibit B, the candidate selected will be the candidate with the highest overall score on the JATC-approved evaluation form, from among the candidates who meet the minimum qualifications in Section 2 of Exhibit B. If there is a tie in the overall score, the tied candidate with the most seniority will be selected. If there is a tie on the overall score and in terms of seniority (e.g., if the two highest-scoring candidates are external to the Company), then the candidate with the highest DAT test score will be selected.

All DAT testing will be performed by Owens Community College, and all test scores will be provided to the JATC.

Assignment to Skilled Trades Positions

A permanent vacancy in a Level F job classification will be offered to the bargaining unit employee who most recently obtained the relevant journeyworker certification through the registered joint apprenticeship program before filling a Level F job classification with an individual from outside the bargaining unit.

In the event that a registered joint apprenticeship program–certified journeyworker has not been offered a skilled trades position within the company after 180 days post-program completion he/she may seek skilled trades positions outside of the Company without the requirement to reimburse the Company for its expenditures on classes and books.

JATC

The Joint Apprenticeship and Training Committee (JATC) is comprised of an equal number of representatives appointed by the Union and by the Employer in whose name the collectively agreed upon Standards of Apprenticeship is registered. The total number of committee members is (4) and shall be comprised of two (2) bargaining unit employees and two (2) Company representatives. The Union and the Company each shall have the authority to appoint its own representatives to the JATC, provided that all appointees must have a background in overseeing or otherwise working with skilled trades or an applicable journeyworker card.

The Committee shall elect a chairperson and a secretary, annually. When a Company member is the Chairperson, a Union member shall be secretary, and vice versa. The chairperson and secretary will determine the time and place of regular meetings which will take place every quarter, and the Committee shall meet at any other time, as required by the chairperson and secretary. Complaints of violations of Exhibit B or any individual employee apprenticeship agreement will be handled in accordance with Section 10 of Exhibit B, provided that the final sentence of that Section shall be modified to say: "Such complaints must be submitted directly to the JATC chairperson and secretary." If the JATC cannot agree on the disposition of the complaint, it shall be subject to the grievance and arbitration procedure in the collective bargaining agreement, commencing at Step 4, with the 10-day deadline for submitting a Step 4 appeal commencing with the date the JATC notifies the complainant of its deadlock.

The Union shall appoint representatives from the plant to be members of the committee.

Each Union member of the committee will be paid their regular rate of pay to include shift differential for time spent working on official business of the committee for hours they would otherwise have worked in the plant.

The Secretary of the JATC will submit meeting notes for each JATC meeting to the JATC for approval, after which the Secretary will send a copy of the notes to the Union Secretary.

LETTER OF UNDERSTANDING #3

NEW HIRE ORIENTATION

During New Hire Orientation of bargaining unit employees, the Executive Shop Committee Chair or his designee may present for up to fifteen minutes in a meeting with new hires information about the rights and responsibilities of UAW membership, union Executive Shop and Safety Committee functions and leadership, contract provisions and grievance processing.

LETTER OF UNDERSTANDING #4

JOB POSTINGS

New job postings will be given to the Executive Shop Committee Chair, one (1) day prior to the actual posting. The posting will identify part time, agency workers and no bidders.

LETTER OF UNDERSTANDING #5

DRUG TESTING

The Company, will not conduct post-accident drug testing of unit employees without a reasonable basis for testing. Any unit employee selected for random drug testing can request and will be shown evidence that his or her name was selected randomly by an outside vendor.

For The Company

Roy Schroeder
Lead Center Manager
Freudenberg-NOK Sealing Technologies

Stephanie Frazier
Human Resource Manager
Fluid Power Automotive

Rick Dudics
Operations Manager
Fluid Power Automotive

For The Union

Wayne Blanchard
Regional Director
Region 2B, UAW

Tricia Geiger
International Union Representative
Region 2B, UAW

Derek Kepling
Union Committee Chairperson

Monica Musgrave
Union Committee Vice Chairperson

Joshua McDonald
Union Committee Secretary

Wage Scale (Exhibit A)

Pay Levels:	Job Classifications:	8/15/2022	4/3/2023	4/1/2024	4/7/2025
Level A		\$18.00	\$18.30	\$18.60	\$19.10
	Cell Operator (C2, C3, C5, C8, C9)				
	Spider				
	Emerson				
	PEEK				
	Urethane				
	GDI Inspection/Pack				
	GDI Floater				
	10(R) Operator				
	Compounding Operator				
	Compounding Operator/Set Up				
	Floater A				
Level B		\$19.00	\$19.50	\$19.90	\$20.30
	GDI Operator				
	10(R) SR				
	Cell 13				
	Material Handler/Final Auditor				
Level C		\$20.00	\$20.50	\$20.90	\$21.35
	GDI Lead				
	10(R) Lead				
	Compression Set-up				
	Cell 3-5-8 Lead				
	Cell 9 Lead				
	Compounding Lead				
	Shipping Coordinator				
	Tool & Die				
	Preventive Maintenance				
Level D		\$24.16	\$24.83	\$25.45	\$26.15
	Urethane Injection Technician				
	PEEK Injection Technician				
	Cell 13 Technician				
	GDI Technician				
	10R Technician				
	HPP Technician				
Level E		\$26.00	\$26.72	\$27.38	\$28.14
	Maintenance				
Level F		\$30.92	\$31.77	\$32.56	\$33.46
	Tool & Die Journeyman*				
	Maintenance Journeyman*				

- Employees above the pay scale reflected in new wage scale will be red-circled until the wage rate for their Pay Level exceeds their red-circled rate.
 - Upon ratification and at the time of each annual wage increase, employees who are red-circled and receive no wage increase will receive a gross lump sum payment equal to the amount of increase in wage rate for their Level times 2,080 (or 1,040, if part-time), in lieu of a wage increase.
 - Upon ratification and at the time of each annual wage increase, some employees will not be red-circled but also will not receive the full amount of the increase for their Level. For example, an employee in Level A who is making \$18.18 at the time of ratification will be red-circled in Year 1, but in Year 2 will no longer be red-circled and will receive a wage increase of \$0.12. That employee will not have received a \$0.30 increase in Year 2. Such an employee would receive a lump sum equivalent to 2,080 (1,040, if part-time) x the difference between the wage increase for the Level (\$0.30) and the wage increase actually

* Apprentices will be paid according to percentages in Standards of Apprenticeship, using the Skilled Trades Level F rate then in effect.

Wage Scale (Exhibit A)

received (\$0.12), i.e., $2,080 \times \$0.18 = \374.40 . For purposes of this paragraph, the starting basis for calculating the amount of the wage increase in 2022 will be as follows:

- Level A = \$17.00
 - Level B = \$18.00
 - Level C = \$19.00
 - Level D = \$23.29
 - Level E = N/A
 - Level F = \$29.80
- Employees with 10+ years of service on the ratification date will not be red-circled in 2022, regardless of their current wage rate. Instead, they will receive wage increases as follows, effective on the ratification date. Red-circling, if any, for these employees will commence in 2023.
 - Level A = \$1.00 per hour
 - Level B = \$1.25 per hour
 - Level C = \$1.50 per hour
 - Going forward, any employee bidding or otherwise moving into a different pay Level will be placed at the wage rate for that Level in effect at the time of the move, regardless of the employee's previous wage rate.
 - Shift Premiums are \$1.00 for 2nd and 3rd shift.

STANDARDS OF APPRENTICESHIP

SPONSORED BY: Freudenberg-NOK Sealing Technologies,
in cooperation with the Ohio State Apprenticeship Council staff office (OSAC)

Program ID # OH001147596

Organization Address: street address or PO Box 555 Marathon Blvd PO Box 269
Town Findlay state Ohio zip 45840
County Hancock

Authorized Representative name Stephanie Frazier position/title HR Manager
Phone (419)427-5221 fax # e-mail address stephanie.frazier@fnst.com

County (ies) of Jurisdiction: Hancock OSAC Service District: OH001

Sponsor Type: group individual X
joint X non-joint

Union Work-Place? yes X no **Union Waiver?** yes no X

Union Name and Local Number UAW Local 1327

WIET Training Provider List yes X no

Employment: number of employers: 1 number of employees: 200
Industry: NAICS # 33999106 NAICS title: Gasket, Packing, and Sealing Device
Manufacturing

FOR THE OCCUPATION(S) OF:

RA Title Tool & Diemaker RA Trade # 0586 ONet # 51-4111.00
Training Model: time-based X hybrid competency-based
Interim Credentialing? yes no X
of Journey Employees: total 3 female minority

RA Title Machine Repairer (Mechanic) RA Trade # 0292 ONet # 49-9041.00
Training Model: time-based X hybrid competency-based
Interim Credentialing? yes no X
Journey Employees: total 3 female minority

CURRENT STATUS:

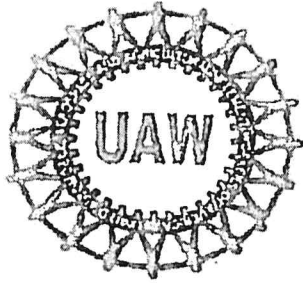
Program Registration Status provisional X full

Transaction Type: new standards full standards update X
partial revision or addition (specify section(s) involved)

APPROVED

NOV 20 2017

OHIO STATE APPRENTICESHIP COUNCIL
Patricia ..., DIRECTOR



Apprenticeship Standards

Ohio Department of Job and Family Services

Formulated by Freudenberg-NOK, and International Union, United Automobile, Aerospace and Agricultural Implement Workers of America and its Local Union 1327

By: _____
[Name]
Office of Apprenticeship
Ohio State Apprenticeship Council

Sponsored By:

Freudenberg-NOK Sealing Technologies
555 Marathon Boulevard
Findlay, Ohio 45840

and

United Automobile, Aerospace and Agricultural Implement Workers of America, UAW, Local 1327
PO Box 53
Bluffton, Ohio 45817-0053

Occupation(s)	O*Net Code	RIPIDS Code
Machine Repairer (Mechanic)	0292	49-9041.00
Tool & Die Maker	0586	51-4111.00

PROGRAM DETAILS

Section 1: DEFINITIONS

Apprentice -- A person of legal working age who is employed and trained under the terms of an apprenticeship agreement that is approved by the Ohio State Apprenticeship Council staff office (OSAC).

Apprenticeship agreement -- An individual written agreement between a Registered Apprenticeship sponsor and an apprentice, that is entered upon an OSAC-designated form; provides that the apprentice will receive employment, training, and instruction in accordance with the sponsor's approved standards; and summarizes the content of those services and of other expectations affecting the two parties. The agreement must be signed by a duly authorized representative of the sponsor, by the apprentice, and, if the apprentice is a minor, by a parent or guardian. It takes effect only when the apprentice's registration is approved by OSAC.

Apprenticeship coordinator -- The person designated by the program sponsor to oversee operation of the program.

Approving Agency or Registration Agency -- The entity legally authorized to register and monitor apprenticeship programs pursuant to state and federal criteria of safety, equity, and quality. In Ohio, this agency is the Department of Job and Family Services (ODJFS), as recognized by the US Department of Labor. ODJFS exercises the respective functions through its Apprenticeship Council staff office (OSAC).

Collective Bargaining Agreement -- the negotiated agreement between the Union and signatory employers that sets forth the terms and conditions of employment.

Employer -- Freudenberg NOK, Findlay, Ohio.

Joint apprenticeship and Training committee (JATC) -- a Joint Apprenticeship and Training Committee (JATC) comprised of an equal number of representatives appointed by the Union and by the Employer in whose name these Standards of Apprenticeship will be registered.

Journey worker or journey person -- A worker who has attained what is recognized within the relevant industry as mastery of the skill, abilities, and competencies required for an occupation. The term may also refer to a mentor, technician, specialist, or other skilled worker who has obtained documented proficiency in an occupation, either through formal apprenticeship or other on-the-job experience and formal training.

Progression step -- An identifiable stage in an apprentice's program participation. A progression step is defined by measurable success in skill attainment and/or program activities, and one or more step(s) shall correlate with each pay increase listed in the required wage schedule.

Ohio State Apprenticeship Council -- The appointed body authorized by the US Department of Labor to advise and consult on state policies concerning Registered Apprenticeship.

OJT -- On-the-job training that is conducted pursuant to Registered Apprenticeship program standards approved by OSAC.

OSAC -- The Ohio State Apprenticeship Council and/or its staff office.

Registered Apprenticeship program -- A program that combines on-the-job training (OJT) and related instruction (RI) under program standards that are approved by OSAC, and that adequately complies, as determined by OSAC, with the requirements of Ohio Administrative Code (OAC) 5101:11.

RI -- Related instruction - i.e., technical instruction delivered primarily in a written and/or verbal format, pursuant to Registered Apprenticeship program standards approved by OSAC.

Sponsor -- The entity that operates a Registered Apprenticeship program, and is responsible for the program's compliance with apprenticeship rules under OAC 5101:11. This entity may be either an individual sponsor (one employer and/or a union representing its employees) or a group sponsor (comprising multiple employers, acting collectively through a union or association with which they are affiliated). In both cases, the sponsor is also characterized either as "joint" (consisting of a committee with equal membership from labor and management) or "non-joint" (not involving such a committee).

Sponsor's authorized representative -- The person designated by a sponsor to represent it for all legal purposes affecting its program and to be its main point of contact for OSAC, and who is recognized by OSAC to be serving in those capacities.

Staff office -- The unit that staffs the Ohio State Apprenticeship Council and carries out the functions of the State Approving Agency for Registered Apprenticeship in Ohio. This office is housed in the Ohio Department of Job and Family Services (ODJFS).

Standards of apprenticeship -- An operating plan that describes a training program in terms that conform to the laws and regulations for Registered Apprenticeship; an example being the present document along with any required attachments.

Union -- Means the UAW Local 1327 and any of its affiliated Local Unions party to an appropriate labor agreement between the parties.

Structure of the Joint Apprenticeship and Training Committee (JATC)

There is hereby established a Joint Apprenticeship and Training Committee (JATC) as defined in Article 1. The total number of Committee members shall be four (4) and shall be comprised of two (2) bargaining unit associates and two (2) company representatives. The Committee shall elect a chairperson and a secretary. When a company member is the chairperson, a union member shall be secretary, and vice versa. The Committee shall meet quarterly or as the chairperson and secretary deem necessary. If any issues cannot be mutually decided by a majority vote of Committee members, the committee shall invite the UAW International Representative (or designee) and the Company Vice President of Human Resources (or designee), both of whom shall attempt to mediate the dispute and bring the parties to a mutually acceptable resolution.

Administrative Procedures

- A. The JATC will elect a Chairperson and a Secretary, and will determine the time and place of regular meetings which will take place every quarter.
- B. The Chairperson and Secretary will have the power to vote on all questions affecting apprenticeship.
- C. When, in any year, the Chairperson of the JATC is a representative of the employer, and then the Secretary will be a representative of the Union, or vice versa.
- D. The Union shall appoint representatives from the plant as members of the Committee.
- E. Each Union member of the committee will be paid their regular rate of pay to include shift differential for time spent working on official business of the Committee for hours they would otherwise have worked in the plant.

Responsibilities of the Joint Apprenticeship and Training Committee (JATC)

- A. Cooperate in the selection of apprentices as outlined in this program.
- B. Ensure that apprentices are under written Apprenticeship Agreements and register the local apprenticeship standards and agreements with the International Union, UAW Skilled Trades Department and the Ohio State Apprenticeship Council (OAC)
- C. See that prospective apprentices are interviewed and impressed with the responsibilities they are about to accept, as well as the benefits they will receive.
- D. Review and recommend apprenticeship activities in accordance with this program.
- E. Establish the minimum standards of education and experience required of apprentices.

- F. Meet quarterly to review records and progress of each apprentice in training and recommend improvement or modification in training schedules, schooling and other training activities. Written minutes of the meeting will be kept. The Committee Secretary will furnish the minutes of committee meetings to the Committee for their approval.
- G. Determine the quality and quantity of experience on the job which apprentices should have and to make every effort toward their obtaining it.
- H. Hear and resolve all complaints of violation of Apprenticeship Agreements. Hear and decide on all questions involving the apprentices which relate to their apprenticeship.
- I. Evaluate, investigate and determine credit for previous experience.
- J. Arrange tests or evaluations for determining the apprentice's progress in manipulative skills and technical knowledge.
- K. Maintain records for all apprentices, showing their education, experience, and progress in learning the occupation.
- L. Determine the physical fitness of qualified applicants to perform the work of the occupation that may require a medical examination prior to their employment as apprentices.
- M. Advise apprentices on the need for accident prevention and provide instruction with respect to safety in the Workplace, also to make offer of constructive suggestions for improvement of training on the job.
- N. Certify to the local union and management that apprentices have successfully completed their apprenticeship program. Certify the names of graduate apprentices in accordance with section 21. No certificates will be issued unless approved by the Committee.
- O. Establish procedures with the related training agencies to include the form, content and schedule of the courses of instruction to be provided. The Committee will also cooperate with the training authorities in coordinating the related classroom instruction with the apprentice's basic schedule of work experience.
- P. Select applicants for apprenticeship based on the selection process as described in Appendix No. 2 attached here to after preliminary examination shall be governed by the standards established herein and shall not be subject to review through the grievance procedure.
- Q. Place apprentices under agreement, in accordance with Section 7.
- R. Notify the Ohio State Apprenticeship Council of all new apprentices to be registered, credit granted, suspensions for any reason, reinstatements, extensions, completions and cancellations with explanation of causes and notice of completions of Apprenticeship Agreements.
- S. Supervise all the provisions of the local standards and be responsible, in general, for the successful operation of the standards by performing the duties here listed by cooperating with public and private agencies which can be of assistance by obtaining publicity to develop public support of apprenticeship

RESPONSIBILITIES OF THE APPRENTICE

Apprentices, having read these standards formulated by the JATC and signed an apprenticeship agreement with the JATC, agree to all the terms and conditions contained therein and agree to abide by the JATC's rules and policies, including any amendments, serve such time, perform such manual training and study such subjects as the JATC may deem necessary to become a skilled journeyworker.

In signing the apprenticeship agreement, apprentices assume the following responsibilities and obligations under the apprenticeship program:

- A. Perform diligently and faithfully the work of the occupation and other pertinent duties assigned by the JATC and the employer in accordance with the provisions of these standards.
- B. Respect the property of the employer and abide by the working rules and regulations of the employer.
- C. Attend and satisfactorily complete the required hours in the OJL and related instruction in subjects related to the occupation as provided under these standards.
- D. Maintain and make available such records of work experience and training received on-the-job and in related instruction as may be required by the sponsor.
- E. Develop and practice safe working habits and work in such a manner as to assure his/her personal safety and that of fellow workers.

F. The apprentice will be provided with a copy of the written rules and policies and will sign an acknowledgment receipt of same. This procedure will be followed whenever revisions or modifications are made to the rules and policies.

Section 2: APPLICATION QUALIFICATION

To apply for registration as an apprentice in this program, an individual must meet the following requirements(s):

- Valid Driver's License
- High School diploma or GED
- Proof of legal working age
- All applicants must fill out an application and take a DAT test administered by Owens Community College.
- Applicants must receive at least a 70% or better to be considered for an interview.

Section 3: SELECTION PROCEDURE

Applicants shall be selected for registration, based strictly on their eligibility to learn and work in the apprentice occupation, as determined by criteria that permit objective review and assessment. The selection procedure shall be as follows:

The selection will be based on but not limited to current employees and external applicants. All applicants who meet the minimum requirements will be interviewed and scored based on the information on applicants application, years of experience, DAT test scores and seniority on an evaluation sheet. Applicants with the highest seniority will be chosen. If seniority is not a factor applicants with the highest score will be chosen.

Section 4: CREDIT FOR PREVIOUS EXPERIENCE

Before registering each apprentice, the sponsor will determine whether he/she merits advanced credit toward program completion, based on previous education, training, and/or experience. At the same time, if credit is found to be warranted, the sponsor will determine the exact number of hours that will be applied toward RI or OJT, or where both activities are affected, the amount that will be applied for each.

The decision shall be based on fair and equitable criteria, using objective methods to assess the individual's work history, previous learning, and/or present skills. Those criteria and methods will be as follows:

Review Documentation of past work or instruction to include: School Transcripts and if applicable work records signed by previous employers, certifications, licenses.

In the following occupation course(s) Tool & Die Maker, and Machine Repairer (Mechanic), an apprentice may receive up to 6,000 hours of credit for OJT and up to 100% hours for RI. The sponsor will submit each credit award for approval at the time of the recipient's registration, by filing, in the format and manner prescribed by OSAC, a completed credit voucher, plus documentation of all test results, work, and/or training on which credit is based. Upon enrollment, each recipient will be assigned to the level of training and wages for which credit qualifies him/her.

Section 5: PROBATION PERIOD

Immediately after registering in the program, each apprentice will be on probation for the following number of consecutive work hours: 500 hrs. Each apprentice retained in the program at the end of probation, will receive credit toward program completion, for all work and instruction that he/she successfully performs in this period.

During probation, the sponsor and/or apprentice may cancel the latter's registration without pre-condition, simply by notifying the other party and OSAC. After the probation period, the apprenticeship agreement may either: be canceled at the request of the apprentice; or be canceled by the sponsor, conditional upon good cause, due prior notice to the apprentice, and a reasonable chance - if such is possible - for corrective action.

Section 6: ON -THE-JOB TRAINING

Each registered apprentice will receive on-the-job training (OJT) consisting of structured, supervised work experience in all aspects of his/her occupation. The total length of OJT will be:

8000 hours in the following occupation(s): Tool & Die Maker

8000 hours in the following occupation(s): Machine Repairer (Mechanic)

SCHEDULE OF WORK EXPERIENCE

Machine Repairer (Mechanic)

	<u>Approximate Hours</u>
General Maintenance	(900 HRS)
Safety	(100 HRS)
Hydraulics Trouble Shooting	(1,000 HRS)
Electrical Trouble Shooting	(1,000 HRS)
Pneumatic Systems	(1,000 HRS)
Robotic Programming	(1,000 HRS)
PLC Programming	(1,000 HRS)
Machining	(1,000 HRS)
Weld & Fabrication	(500 HRS)
Bench	(500 HRS)
<u>Total Hours</u>	<u>8000 HRS</u>

SCHEDULE OF WORK EXPERIENCE
Tool & Die Maker

	APPROXIMATE HOURS
Lathe Turning	400
Lathe Boring	250
Lathe Threading	250
Milling Machine	1400
Grinders	500
Contour Sawing	50
Drill Press	200
Layout Work	750
New Dies	900
Bench Work Layout and Repair	1000
Bench Work Finishing	650
Die Try Out	100
Orientation	50
Coolant Cutters	150
Tool Review	200
Welding	500
Safety	100
Hydraulic/Pneumatic	200
Electrical	250
Rigging	100
<u>Total Hours</u>	<u>8000</u>

For each approved occupation course, these standards include a Work Process Schedule (WPS) listing: the OJT activities deemed necessary for every participating apprentice; the number of hours to be spent, respectively, in each activity and each progression step; and the total work hours required for completion. The sponsor will ensure that every apprentice receives the work hours listed for each activity. Activities will follow the sequence shown in the WPS if possible, with exceptions as necessary for normal business operations. The sponsor will maintain a record of every apprentice's OJT hours in each listed work process.

For each work activity, the WPS identifies the level of performance required for progression, and the specific method(s) that will be used to assess performance. For each occupation course or course component that is competency-based - if any - the related WPS designates competency goals and the means of assessing their attainment. In that event, each goal is defined as a specific level of practical knowledge, skills, and abilities, and in

terms of "KSA" terminology; and specific tests are identified relating to each practical competency, along with the respective level of required performance. If an interim credential is available for competency attainment, it is named in the relevant WPS, along with the qualifying practical competency (ies).

Section 7: RELATED INSTRUCTION

Each registered apprentice will receive related instruction (RI) in the subjects deemed essential to his/her approved occupation. The total length of RI will be:

640 hours in the following occupation(s): Tool & Die Maker

832 hours in the following occupation(s): Machine Repairer (Mechanic)

Attached to these standards is documentation that RI is designed and/or provided in conjunction with the University System of Ohio (USO), and that each RI instructor meets the qualification requirements of OAC 5101:11.

The attached RI outline shows the subjects of study deemed necessary for every participating apprentice; contact hours to be spent, respectively, in each subject and each progression step; and total number of instruction hours required for completion. To advance through each level of the program, an apprentice must maintain a minimum grade of C for every classification. If an apprentice fails to get a C, the apprentice must retake the class at their own expense.

RI will be obtained from the source(s) described below, for the following occupation(s): Tool & Die Maker, and Machine Repairer (Mechanic)

RI Provider Organization: Owens Community College

Provider Address: 3200 Bright Road
Findlay, Ohio 45840
County Hancock

Contact Person:

name Scott Kelly

position/title Director Administrator

phone # 567-661-7169

fax # _____

e-mail address scott_killy@owens.edu

Provider type (sponsor, college, etc.) Community State College

Instruction method (class, shop, etc) Class, Lab

For each class that is not designed by a state-chartered educational institution, the RI outline identifies the specific method(s) that will be used to assess learning. For each available occupation course or course component that is competency-based - if any - the related RI outline designates competency goals and the means of assessing their attainment. In that event, each goal is defined as a specific level of theoretical knowledge, skills, and abilities, and in terms of "KSA" terminology; and specific tests are identified relating to each theoretical competency, along with the respective level of required performance. If an interim credential is available for competency attainment, it is named in the relevant RI outline, along with the qualifying theoretical competency (ies).

Section 8: PROGRESSION STEPS AND WAGES

Apprentices' progress in each occupation course, will be measured in steps that conform to specific portions of the respective WPS and RI outline, and that are identified as such in those documents.

Apprentices will be paid according to a consistent schedule of progressively increasing wages, corresponding to: overall progression steps X step-related portions of OJT. Where an apprentice receives advanced credit, his/her wage level at the point of registration will be the exact amount warranted by the amount of credit.

The starting rate for an apprentice will in no instance be less than the minimum level allowed by the applicable federal and state laws. The wage schedule is as follows:

Occupations(s): Tool and Die Maker

<u>Progression Step</u>	<u>Total Hours in Step Period</u>	<u>Dollars per Hour</u>	<u>% of Journey Wage</u>
1	1000		60 %
2	1000		65 %
3	1000		70 %
4	1000		75 %
5	1000		80 %
6	1000		85 %
7	1000		90 %
8	1000		95 %

Journey Wage: \$24.00

100 %

Wage Schedule Start Date: 10/1/2017

Wages paid during RI? Yes No

Occupation(s): Machine Repairer (Mechanic)

<u>Progression Step</u>	<u>Total Hours in Step Period</u>	<u>Dollars per Hour</u>	<u>% of Journey Wage</u>
1	1000		60 %
2	1000		65 %
3	1000		70 %
4	1000		75 %
5	1000		80 %
6	1000		85 %
7	1000		90 %
8	1000		95 %

Journey Wage: \$24.00

100 %

Wage Schedule Start Date: 10/1/2017 Wages paid during RI? Yes No

The sponsor acknowledges that OSAC approval of this wage schedule does not ensure its conformity with the wage and hour requirements for publicly funded construction projects. All contractual wage increases for journeyman shall also be applied to apprentices.

Section 9: RATIO OF JOURNEY-PERSONS TO APPRENTICES

In all apprentice work activity, the sponsor will maintain a numeric ratio of journey-persons to apprentices that ensures proper supervision, training, and safety. In the venue of all apprentices at the facility, for the following occupation(s): Tool and Die Maker and Machine Repairer (Mechanic), the ratio will conform to this formula: Tool and Die Maker and Machine Repairer (Mechanic), a consistent level of 1 journey-person(s) to every 1 apprentice(s).

Section 10: DISPOSITION OF COMPLAINTS

The JATC will hear and resolve all complaints of violations concerning the apprenticeship agreement and the registered apprenticeship standards, for which written notification is received within fifteen (15) days of violations. The JATC will make such rulings as it deems necessary in each individual case and within thirty (30) days of receiving the written notification. Either party to the apprenticeship agreement may consult with the Registration Agency for an interpretation of any provision of these standards over which differences occur. The name and address of the appropriate authority to receive, process and make disposition of complaints is: Operations Manager(primary) HR Manager(secondary)

Title 29 CFR 30.11

Any apprentice or applicant for apprenticeship who believes that he/she has been discriminated against on the basis of race, color, religion, national origin or sex, with regard to apprenticeship or that the equal opportunity standards with respect to his/her selection have not been followed in the operation of an apprenticeship program, may personally or through an authorized representative, file a complaint with the Registration Agency or, at the apprentice or applicant's election, with the private review body established by the program sponsor (if applicable).

The complaint will be in writing and will be signed by the complainant. It must include the name, address and telephone number of the person allegedly discriminated against, the program sponsor involved and a brief description of the circumstances of the failure to apply equal opportunity standards.

The complaint must be filed not later than one hundred eighty (180) days from the date of the alleged discrimination or specified failure to follow the equal opportunity standards, and in the case of complaints filed directly with the review body designated by the program sponsor to review such complaints, any referral of such complaint by the complainant to the Registration Agency must occur within the time limitation stated above or thirty (30) days from the final decision of such review body, whichever is later. The time may be extended by the Registration Agency for good cause shown.

Complaints of discrimination in the apprenticeship program may be filed and processed under Title 29, CFR Part 30, and the procedures as set forth above.

The JATC will provide written notice of its complaint procedure to all applicants for apprenticeship and all apprentices.

UNIFORM DECLARATIONS

Section 11: CONFORMITY WITH LAWS, RULES, AND CONTRACTS

The sponsor shall operate this program in full conformity with the state and federal regulations governing Registered Apprenticeship, i.e., Parts 29 and 30 of the Code of Federal Regulations Title 29, and Division 5101:11 of the Ohio Administrative Code (OAC). The sponsor further attests that it has adequate resources for operating a successful Registered Apprenticeship program, including but not limited to those that are needed for related instruction, on-the-job training, administrative duties, and record keeping.

Section 12: EQUAL OPPORTUNITY

The recruitment, selection, employment, and training of apprentices shall be conducted without discrimination because of race, color, religion, national origin, age, or sex. The sponsor shall take affirmative action to provide equal opportunity in its apprenticeship program, as required under Title 29 of the Code of Federal Regulations, Part 30; Ohio Administrative Code (OAC) 5101:11; and the equal employment opportunity regulations of the State of Ohio. Pursuant to OAC 5101:11, the program shall implement the Affirmative Action Plan attached to these standards.

Section 13: APPRENTICESHIP AGREEMENTS

An individual apprenticeship agreement between the sponsor and each apprentice will be entered onto a printed form prescribed by the Ohio State Apprenticeship Council staff office (OSAC). Every agreement will contain a clause incorporating these standards as an integral component. Before consenting to the agreement, both parties will review the form and the standards, and will discuss their meaning and intent.

The agreement will be signed by the sponsor, labor representative (if applicable), the apprentice, and if the apprentice is a minor, by a parent or guardian. The contents of the agreement will then be reviewed by OSAC, whose approval of same shall constitute registration of the apprentice. Upon registration, the sponsor will provide a copy of the fully processed agreement to the apprentice and will retain another copy in its files.

Section 14: PERIODIC EVALUATIONS

Before each advancement stage designated in the "Progression Steps and Wages" section above, the apprentice's progress will be evaluated, based on records of his/her OJT and RI and of the assessments described in the respective attachments, to determine whether advancement has been earned by satisfactory attendance and performance in both areas of activity. The evaluation will be conducted or closely monitored by the program's apprenticeship coordinator.

If the apprentice's progress is satisfactory, he/she will receive the wage increase designated by these standards for the respective advancement stage. If progress is unsatisfactory, the apprentice may be required to repeat the relevant instruction and work activities. If reasonable assistance and opportunities for improvement do not produce satisfactory performance, the sponsor may terminate the apprentice's agreement.

The results of all progress evaluations will be recorded in writing.

Section 15: SAFETY

Work and training activities shall be conducted in a safe environment. The sponsor shall ensure adequacy and safety in equipment, facilities, and supervision. At each stage of his/her training, the apprentice shall receive instruction in accident prevention and safe working conditions and practices. Such instruction shall be provided both in the OJT and RI components of apprenticeship.

Section 16: SUPERVISION OF APPRENTICES

For each apprentice, one or more experienced journey-person(s) in that apprentice's trade will be identified who will work with, supervise, and train him or her on a day-to-day basis. The program's apprenticeship coordinator will provide more general supervision of the apprentice and see that he/she receives the work experience and related instruction outlined in these standards.

Section 17: HOURS AND CONDITIONS OF WORK

Apprentices will work the same hours and be subject to the same conditions as pertain to their employer's non-apprentice personnel in the same occupation(s). Work performed in excess of eight hours a day or 40 hours a week will be credited toward the completion of apprenticeship, on the basis of time actually spent on the job rather than any multiple applied to wage rates.

Section 18: CONTINUOUS EMPLOYMENT

The sponsor intends and expects to give each apprentice continuous employment and will use its best efforts to keep the apprentice employed during the full term of apprenticeship. If an apprentice is temporarily released from work due to business conditions, then before any new or more recently laid-off apprentice is employed in the same occupation, the first apprentice will be given a choice whether to resume that work.

Section 19: CANCELING APPRENTICESHIP AGREEMENTS

The sponsor may arrange for the transfer of an apprentice to another occupation course within the program if one exists, or to another Registered Apprenticeship program for the same occupation, conditional in either case on OSAC approval and the consent of the apprentice and the new sponsor. In the event of a transfer, the prior apprenticeship agreement will first be canceled, and a new one executed for the succeeding enrollment. Training personnel for the receiving course will have prompt access to all records of the apprentice's participation in the preceding course.

An apprentice, whose latest agreement with the sponsor has been canceled during the probation period, will not be counted for the purpose of gauging the program's compliance with state rules regarding completion rates.

Upon cancellation of the agreement at any time by either party, the sponsor will provide written verification of this action to the apprentice and OSAC, and will make a record available to the apprentice, summarizing all successfully performed activities among those listed in the OJT and RI attachments to these standards.

If the registration of an apprentice in this program is canceled and then re-instated in the same occupation course, the sponsor will evaluate the credit eligibility of any relevant work and/or training received by that individual in the interim. All credit requests will be submitted for OSAC approval at the time of registration or re-instatement.

Section 20: CERTIFICATES OF COMPLETION

Upon each apprentice's satisfactory completion of the required work and instruction in the program, the sponsor will recommend to OSAC that he/she receive a state certificate of completion. Documentation of all on-the-job training and related instruction (content and hours) received by the apprentice, will be made available to OSAC.

Section 21: RECORDS

The sponsor will keep a thorough record of each apprentice's program participation, including the hours and the nature of apprentice activity in work and related instruction, as well as the results of progress evaluations. A copy of the information on each apprentice will be kept in a separate file specific to that individual. The sponsor will for five years maintain each record of this kind and any other record pertaining to the operation of the program, including but not limited to the documentation of: apprentice recruitment and selection; apprentice job evaluations,

assignments, layoffs, and terminations; and the rates of apprentices' pay and other compensation. All such records shall be made available upon request to OSAC and the US Department of Labor.

Section 22: REPORTS AND TRANSACTIONS

The sponsor will immediately report to OSAC every apprentice enrollment, and every change in the status of an apprentice (for instance, completion, resignation, lay-off, training termination) or in the operation of the program. Within 45 days of any such action, the sponsor shall request its authorization, using OSAC-prescribed procedures and recognizing that it will not take effect before the date of OSAC approval.

Section 23: PROGRAM REGISTRATION

The sponsor recognizes that these standards must be approved by OSAC before the described training can be considered a Registered Apprenticeship program.

The sponsor further recognizes that if its sponsorship is non-joint, then in the event that a union serves as collective bargaining agent for its apprentices, the union must be allowed 45 days to review and comment on these standards, before they are submitted for OSAC approval. Any comments received in that process, must be forwarded to OSAC along with these standards. The sponsor affirms that it has met its obligations, if any, under this requirement.

Section 24: MODIFICATIONS AND CANCELLATIONS

These standards of apprenticeship may be amended by the JATC at any time, subject to approval by the UAW International Skilled Trades Department and the OSAC. Upon such approval, each apprentice who would be affected by the amendment, shall promptly receive notice of it and be given a choice of either accepting its implementation or canceling his/her apprenticeship agreement.

Cancellation and deregistration of the program may be effected voluntarily by a written request from the sponsor to OSAC or, given reasonable cause, by OSAC through formal deregistration proceedings in accordance with the provisions of OAC 5101:11. Due cause for deregistration may include a lack of apprenticeship activity for a year or more, a failure to meet state and federal requirements for apprentice completion rates, and any other failure to comply with the rules under OAC division 5101:11.

The apprenticeship standards will not supersede the CBA.

SIGNATURES

Freudenberg-NOK Sealing Technologies hereby adopts these Standards of Apprenticeship on this 1st Day of October 2017.

Stephanie Frazier
Signature and Title - Freudenberg-NOK

[Signature]
Signature and Title - UAW Local # 1327

Stephanie Frazier
Printed Name

Joshua McDonald
Printed Name

[Signature]
Signature and Title - Freudenberg-NOK

Stephanie L. Keiffer
Signature and Title - UAW Local # 1327

Rick Durdic
Printed Name

Stephanie L. Keiffer
Printed Name

APPROVED BY SKILLED TRADES DEPARTMENT UAW:

Gary Casteel - Director

[Signature]
Richard Rankin - Region 2B Director

Bill Peterson - Coordinator

Tricia Gieger
Tricia Gieger - International Representative
Region 2B

APPROVAL AND REGISTRATION BY THE OHIO STATE APPRENTICESHIP COUNCIL

[Signature]

11-20-17
Date

Date

AFFIRMATIVE ACTION PLAN

ADOPTED BY

**Freudenberg-NOK Sealing Technologies
(Sponsor Organization)**

**OH001147596
(Program ID Number)**

**In cooperation with the Ohio State Apprenticeship Council Staff Office (OSAC),
as required under Ohio Administrative Code Section 5101:11-5-02**

APPROVED

NOV 20 2017

OHIO STATE APPRENTICESHIP COUNCIL
Robert J. ..., DIRECTOR

SECTION I - INTRODUCTION

The Sponsor adopts this Affirmative Action Plan (AAP) with good faith for the purpose of promoting equality of opportunity in its Registered Apprenticeship program. In the event that female and/or minority workers are underutilized in the program, the Sponsor will also rely on this Plan to increase the participation of qualified applicants from the group(s) concerned.

This Plan is a supplement to the Apprenticeship Standards. Any changes made by the sponsor to this plan are subject to approval by the Registration Agency (the Ohio State Apprenticeship Council staff office).

SECTION II - EQUAL OPPORTUNITY PLEDGE

The Sponsor commits to the following Equal Opportunity Pledge:

"The recruitment, selection, employment, and training of apprentices shall be without discrimination because of race, color, religion, national origin, age, or sex. The Sponsor shall take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, Part 30; Ohio Administrative Code 5101:11; and the equal employment opportunity regulations of the State of Ohio."

SECTION III - WORKFORCE ANALYSIS, UTILIZATION, AND GOALS

In order to allow positive recruitment and full utilization of minorities and women in the apprenticeship program, the Sponsor pledges to make the outreach efforts identified in Section IV. The Sponsor plans these efforts in coordination with an analysis of minority and female representation in the Sponsor's registered occupational courses, as compared to such representation in its labor market area. For this purpose, a Workforce Analysis Worksheet is attached. If the analysis for one or more occupation course(s) reflects underutilization of minority and/or female workers, the Worksheet will also identify percentage goals for their increased representation in the program's apprentice workforce.

SECTION IV - OUTREACH AND POSITIVE RECRUITMENT

The Sponsor undertakes the outreach and positive recruitment efforts described below, based on a reasonable expectation that they will increase participation of minority and female workers in the program. The Sponsor will document the implementation of all steps taken pursuant to this Plan.

X 1. Dissemination of information to OSAC, local schools, Ohio Department of Job and Family Services (ODJFS) local offices, women's centers, outreach programs, and other community organizations that can effectively reach minorities and women. (Describe below:)

We post our apprentice job openings in the local newspapers, on-line, local high schools and trade schools

X 2. Participation in annual workshops, for the purpose of familiarizing school, ODJFS and other appropriate personnel with the Registered Apprenticeship system. (Describe below:)

At this time, we are not familiar with any workshops related to the Apprenticeship program but plan to discuss our program on site at local trade schools and trade schools.

X 3. Cooperation with local schools and vocational education systems to develop programs to prepare students to meet the qualifications for enrollment in Registered Apprenticeship. (Describe below:)

We have attended Owens Community College discussion panels regarding the program content needed for apprentices.

X 4. Internal communication of EEO policies. (Describe below:)

Employee postings.

X 5. Involvement in other organizations' programs of outreach, positive recruitment, and preparation for potential applicants. (Describe below:)

We stay in contact with Owens Community College and local trade schools and high schools in addition to advertising for our potential candidates.

X 6. Encouraging the establishment of programs of recognized pre-apprenticeship, preparatory trade training, and/or other activities designed to provide related work experience. (Describe below:)

We offer credit for anyone that has experience relative to the apprenticeship program as related work experience.

_____ 7. Obtaining the assistance of journeypersons in the implementation of this AAP. (Describe below:)

_____ 8. Other appropriate action, as described below, that is meant to ensure that the recruitment, selection, employment, and training of apprentices shall be without discrimination. (Describe below:)

SECTION V - ANNUAL REVIEW OF AFFIRMATIVE ACTION PLAN

The Sponsor will conduct an annual review of this Affirmative Action Plan and its effectiveness, and subject to approval by the Registration Agency, will institute any revisions or modifications warranted to achieve the purposes of the Plan as stated above. The review will include both an internal assessment by the Sponsor and consultation with other informed parties, and will analyze each activity under this plan, to gauge the nature and degree of its impact on outreach, recruitment, selection, employment, and training.

The Sponsor will continually monitor the rates of female and minority participation in the program, in order to assess progress toward achieving the purposes of this Plan, the reasons for such performance, and the need for starting, ending, or changing specific affirmative action efforts. All changes to this Plan must be submitted to the Registration Agency for approval.

The Sponsor's workforce goals also will be reviewed periodically as determined by the Registration Agency, and will be updated where necessary.

SECTION VI - OFFICIAL ADOPTION

This Affirmative Action Plan is officially adopted by

Freudenberg-NOK Sealing Technologies
Name of Sponsor Organization

on this 16 day of June, in the year 2017.

Stephanie FRAZIER
Name of Sponsor's Authorized Representative

HR Mgr
Title

Stephanie Frazier
Signature

6-16-17
Date

APPROVED

NOV 20 2017

OHIO STATE APPRENTICESHIP COUNCIL
[Signature], DIRECTOR

WORKFORCE ANALYSIS WORKSHEET

(A worksheet needs to be completed for each occupation)

Section 1: PROGRAM INFORMATION

Program ID#	OH001147596	Occupational Title:	Maintenance Mechanic
Sponsor:	Freudenberg-NOK Sealing Technologies	RAPIDS Code:	0308
Street Address:	555 Marathon Rd. P.O. Box 269	O*Net Code:	49-9041.00
Town, State, Zip:	Findlay, Ohio 43840		
Authorized Rep.:	Stephanie Frazier	Selection method:	Current
Sponsor Phone #:	(419)427-5221		
Labor Market Area (county/counties):	Hancock		

Section 2: LABOR MARKET AREA DEMOGRAPHICS (Data available at <http://factfinder2.census.gov>)

Total Area Labor Force:	40,091	Number Female:	17,254	% of Labor Force:	43%
		Number Minority:	3,447	% of Labor Force:	8.6%

Section 3: SPONSOR'S CURRENT WORKFORCE

Total Apprentices:	0	Number Female:	0	% of Apprentices:	0%
		Number Minority:	0	% of Apprentices:	0%
Total Journey-Workers:	1	Number Female:	0	% of Journey:	0%
		Number Minority:	0	% of Journey:	0%
Total (Apprentice + Journey):	1	Number Female:	0	% of Total:	0%
		Number Minority:	0	% of Total:	0%

Section 4: GOALS AND UTILIZATION

Prior Expectations for Workforce

_____ % Female and _____ % Minority.

Date when goals were set: _____

Initial Goal? Yes X No _____

Current Utilization (See Sec. 3, "% of Total")

-21.5 % Female and -8.6 % Minority.

New Goals – The sponsor agrees to make good-faith efforts to attain apprentice enrollment that is:

21.5 % Female and 8.6 % Minority.

These goals shall not be used to discriminate against any qualified applicant on the basis of race, color, religion, national origin, age or sex.

Estimated number of new apprentices to be hired during the next year: |

APPROVED

NOV 20 2017

OHIO STATE APPRENTICESHIP COUNCIL
[Signature], DIRECTOR

WORKFORCE ANALYSIS WORKSHEET

(A worksheet needs to be completed for *each* occupation)

Section 1: PROGRAM INFORMATION

Program ID#	OH001147596	Occupational Title:	Tool and Die Maker
Sponsor:	Freudenberg-NOK Sealing	RAPIDS Code:	0586
Street Address:	555 Marathon Rd. P.O Box 269	O*Net Code:	51-4111.00
Town, State, Zip:	Findlay, Ohio 45840		
Authorized Rep.:	Stephanie Frazier	Selection method:	Current
Sponsor Phone #:	(419)427-5221		
Labor Market Area (county/counties):	Hancock		

Section 2: LABOR MARKET AREA DEMOGRAPHICS (Data available at <http://factfinder2.census.gov>)

Total Area Labor Force:	40,091	Number Female:	17,254	% of Labor Force:	43%
		Number Minority:	3,447	% of Labor Force:	8.6%

Section 3: SPONSOR'S CURRENT WORKFORCE

Total Apprentices:	2	Number Female:	0	% of Apprentices:	0%
		Number Minority:	0	% of Apprentices:	0%
Total Journey-Workers:	3	Number Female:	0	% of Journey:	0%
		Number Minority:	0	% of Journey:	0%
Total (Apprentice + Journey):	5	Number Female:	0	% of Total:	0%
		Number Minority:	0	% of Total:	0%

Section 4: GOALS AND UTILIZATION

Prior Expectations for Workforce

_____ % Female and _____ % Minority.

Date when goals were set: _____

Initial Goal? Yes X No _____

Current Utilization (See Sec. 3, "% of Total")

-21.5 % Female and -8.6 % Minority.

New Goals – The sponsor agrees to make good-faith efforts to attain apprentice enrollment that is:

21.5 % Female and 8.6 % Minority.

These goals shall not be used to discriminate against any qualified applicant on the basis of race, color, religion, national origin, age or sex.

Estimated number of new apprentices to be hired during the next year: 1

APPROVED

NOV 20 2017

OHIO STATE APPRENTICESHIP COUNCIL
John A. ..., DIRECTOR



Freudenberg-NOK Maintenance Industrial Repair-Trade Outline

This Program has been approved by the Ohio State Apprenticeship Council as recognized by the U.S. Department of Labor. The following outline prepare the apprentice to diagnose, adjust, rebuild assemble, calibrate, troubleshoot, and maintain various types of electrical and mechanical equipment. This is accomplished through the comprehension of prints and circuit schematics, circuit/equipment analysis, skill in program software, and proficiency in various types of test equipment for electrical, mechanical and fluid power systems.

Schedule arrangement, with exception of First Year/First Semester is for presentation. Apprentices may take any class in any order provided the pre - or co-requisites have been successfully accomplished.

COURSE#	COURSE TITLE	PRE/CO-REQUISITE	CREDIT HOURS	CONTACT HOURS	SEMESTER/	YEAR
1st Yr/1st Smster						
MTH 143	Applied Industrial Mathematics	Pre Req: MTH 089 (compass)	3	48	F, SP, SU	_____
SKT 122	Electrical Print Reading & Control		2	48	F, SP, SU	_____
SKT 171	Electricity: D.C. Principles	Co-Req. MTH143	2	32	F, SP, SU	_____
1st Yr/2nd Smster						
SKT 132	Electrical Print: Controls	Pre Req: SKT 122	2	32	F, SP, SU	_____
SKT 174	Electricity: D.C. Principles	Pre Req. MTH 143	3	48	F, SP	_____
2nd Yr/1st Smster						
SKT 172	Electricity: DC Motors, Gen, & Mag.	Pre Req. SKT 171	2	32	F, SP	_____
SKT 181	Motor Control Systems: I	Pre Req171	2	48	F, SP, SU	_____
2nd Yr/2nd Smster						
SKT 184	National Electric Code	Pre Req: SKT 181	2	32	F, SP	_____
SKT 182	Motor Control Systems: II	Pre Req. SKT 181	2	48	F, SP, SU	_____
3rd Yr/1st Smster						
EET 165	Automation Controls: I	Pre Req. SKT 182	2	64	F, SP, SU	_____
SKT 133	Electrical Print: Industrial	Pre Req: SKT 132	2	32	F, SP	_____
SKT 157	Gears & Bearings		3	48	F, SP, SU	_____
3rd Yr/2nd Smster						
EET 166	Automation Controls: II	Pre Req. EET 165	2	64	F, SP, SU	_____
SKT 254	Motor Controls: Advanced	Pre Req. EET 166	2	32	F, SP	_____
SKT 239	Mechanical Power Transmissions	Pre Req. 157	2	32	F, SP	_____
4th Yr/1st Smster						
SKT 151	Fluid Power: Hydraulics	Co-Req. MTH143	3	48	F, SP	_____
SKT 153	Flus Power: Pneumatics	Co-Req. MTH143	3	48	F, SP	_____
4th Yr/2nd Smster						
SKT 238	Machine Moving & Repair		3	48	F, SP	_____
SKT 152	Fluid Power: Pumps and Systems	Pre-Req. SKT151	3	48	F, SP	_____
TOTALS			45	832		



PROPOSED: Machinist, Tool & Die Outline

This Program has been approved by the Ohio State Apprenticeship Council as recognized by the U.S. Department of Labor. This program prepares the student to have the skills to build, repair, rework, and maintain all types of tools, dies, jigs, fixtures, and gauges, layouts, and templates, along with understanding the function and operation of precision measuring instruments, tool & die room machinery, including CNC Machines.

Schedule arrangement, with exception of First Year/First Semester is for presentation. Apprentices may take any class in any order provided the pre or co-requisites have been successfully accomplished.

COURSE #	COURSE TITLE	FIRST YEAR/FIRST SEMESTER		CREDIT HOURS	CONTACT HOURS	SEMESTERS	YEAR
		PRE/CO-REQUISITES					
MTH151	Applied Algebra	PRE - MTH089 (co-prereq)		2	32	F,SP,SU	---
AIM149	Machining Print Reading			3	80	F,SP	---
MTH152	Applied Geometry	FIRST YEAR/ SECOND SEMESTER					
AIM160	Machining I	PRE-MTH151		1	32	F,SP,SU	---
		Co-MTH151 Pre-AIM149		2	64	F,SP,SU	---
SKT144	GD & T	SECOND YEAR/FIRST SEMESTER					
AIM161	Machining II	PRE-SKT144		2	32	F,SP	---
		PRE-AIM160		2	64	F,SP	---
SKT160	Machinery's Handbook	SECOND YEAR/SECOND SEMESTER					
✓ CAM122	CNC Mill Applications	Pre-MTH152		2	32	F,SP	---
		CO-CAD125		2	64	F,SP	---
✓ CAM124	CNC Lathes	THIRD YEAR/FIRST SEMESTER					
✓ CAM218	Basic CAD/CAM	PRE-CAD125		2	64	F,SP	---
		CO-CAM122		2	32	F,SP	---
✓ CAM218	Advanced CAD/CAM	THIRD YEAR/SECOND SEMESTER					
		PRE-CAM216		2	64	F,SP	---
MET130	Material Science	FOURTH YEAR/FIRST SEMESTER					
		MTH151		3	80	F,SP	---
PROGRAM TOTALS:				26	640		

