

LAST, BEST AND FINAL OFFER



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(12) 1.7 STOCK & TOOL CRIB MATERIAL REMOVAL – EMERGENCY. WE AGREE TO DEFINE WHAT

WOULD BE PROPER REASONS FOR REMOVAL OF MATERIAL FROM THE STOCK CRIBS AT TIMES

WHEN THE STOCK CRIB ATTENDANTS ARE NOT ON DUTY.

UAW AND EATON CORPORATION IMPORTANT PHONE NUMBERS

THE NUMBERS LISTED BELOW ARE SUBJECT TO CHANGE AND ARE LISTED HERE ONLY AS A CONVENIENCE TO YOU. SHOULD ANY NUMBER CHANGE, CALL PLANT SECURITY ~~THE OPERATOR LISTED IN THE TELEPHONE BOOK~~ FOR THE NEW NUMBER.

HUMAN RESOURCES

~~(216) 692-5550~~
216-427-1596

PLANT SECURITY

(216) 692-2111

UNION OFFICE

~~(216) 692-6190~~
~~(216) 692-5369~~
216-427-1586

ARTICLE 5 OVERTIME:

(37) II. OVERTIME PLANNING AND SCHEDULING.

(A) THE NUMBER OF PEOPLE SCHEDULED TO WORK WEEKENDS OR HOLIDAYS WILL BE POSTED BY ~~12:00 NOON~~ **TUESDAY** ~~AT 5PM~~ THREE (3) WORK DAYS BEFORE THE OVERTIME WEEKEND OR HOLIDAY.

ARTICLE 5: OVERTIME

(38) III. OVERTIME ROTATION.

(C) NAMES OF EMPLOYEES WHO TRANSFER OR BUMP INTO A DEPARTMENT, **OR WHO CHANGE SHIFTS WITHIN THE DEPARTMENT**, WILL BE PLACED AFTER THE LAST NAME ON THE ROSTER, THEREBY ESTABLISHING ROTATION POSITION. HE WILL BE OFFERED OVERTIME WHEN HIS TURN ARISES.

(D) THE SUPERVISOR MAY REQUEST AN EMPLOYEE TO BYPASS HIS DAILY ROTATION/OR WEEKEND ROTATION ONLY IF THE EMPLOYEE CANNOT PERFORM THE JOB, OR IF THE NATURE OF THE PRODUCT, PROCESS OR OPERATION IS SUCH THAT CERTAIN **QUALIFICATIONS** ARE REQUIRED FOR SUCCESSFUL OR EFFICIENT OPERATION. HOWEVER, IF BYPASSED THROUGH ERROR, THE EMPLOYEE WILL BE PAID FOR ALL TIME MISSED. **THE BYPASSED EMPLOYEE WOULD BE OFFERED THE OPPORTUNITY TO WORK OVERTIME AT THE NEXT OPPORTUNITY, THEREBY ASSURING CONSISTENCY IN THE APPLICATION OF THIS POLICY.** HOWEVER, IN CASES WHERE EMPLOYEES ARE CONTACTED BY PHONE, THIS PROCESS IS WAIVED. A GOOD FAITH EFFORT WILL BE MADE TO CONTACT THE APPROPRIATE EMPLOYEE.

- **TEMPORARY WORK ASSIGNMENT**

- In the event of a Temporary Work Assignment lasting greater than 5 workdays, the Company must post on the job opportunity boards at least three workdays (72 hours) to allow any employee with code credit for the code needing help to volunteer. The most senior volunteer at the end of the three workdays (72 hour) period will be given the opportunity to be loaned out on a Temporary Work Assignment. Safety Sensitive codes will require drug testing. Codes involved must be utilized to the maximum extent feasible. Temporary Work Assignment is 30 days maximum unless an extension is mutually agreed upon between the Company and the Union. A Temporary Work Assignment Agreement form must be filled out completely

- **EMERGENCY TEMPORARY WORK ASSIGNMENT:**

- An Emergency Temporary Work Assignment can be used for up to 5 days. The Company will first notify the Union of the need of an Emergency Temporary Work Assignment. The Company and the Union will agree upon the length of time not to exceed 5 working days for an Emergency Temporary Work Assignment. Emergency Temporary Work Assignments must have a 15-day rest period between uses for the same situation. Polling will be conducted by seniority for those with code credit. Safety Sensitive codes will require drug testing. However; the supervisor may request an employee to bypass their seniority position if the employee cannot perform the work required or if business operations cannot support the transfer. The volunteer on an Emergency Temporary Work Assignment can only work the overtime on their current code. The overtime for codes involved will be at management discretion. An Emergency Temporary Work Assignment Agreement must be filled out completely.

ARTICLE 6: HOLIDAYS

(43) **6.1** EMPLOYEES COVERED BY THIS AGREEMENT SHALL BE PAID FOR THE FOLLOWING STATIONARY HOLIDAYS FOR THE TERM OF SAID AGREEMENT.

YEAR 2025 (SINCE 4/30/2025)

1. MEMORIAL DAY — MONDAY, MAY 26, 2025
2. DAY BEFORE INDEPENDENCE DAY — THURSDAY, JULY 3, 2025
3. INDEPENDENCE DAY — FRIDAY, JULY 4, 2025
4. LABOR DAY — MONDAY, SEPTEMBER 1, 2025
5. THANKSGIVING DAY — THURSDAY, NOVEMBER 27, 2025
6. DAY AFTER THANKSGIVING — FRIDAY, NOVEMBER 28, 2025
7. CHRISTMAS EVE — WEDNESDAY, DECEMBER 24, 2025
8. CHRISTMAS DAY — THURSDAY DECEMBER 25, 2025
9. NEW YEAR'S EVE — WEDNESDAY, DECEMBER 31, 2025

YEAR 2026

1. NEW YEAR'S DAY - THURSDAY, JANUARY 1, 2026
2. MARTIN LUTHER KING DAY — MONDAY, JANUARY 19, 2026
3. GOOD FRIDAY — FRIDAY, APRIL 3, 2026
4. MEMORIAL DAY — MONDAY, MAY 25, 2026
5. INDEPENDENCE DAY (OBSERVED) — FRIDAY, JULY 3, 2026
6. DAY AFTER INDEPENDENCE DAY (OBSERVED) — MONDAY, JULY 6, 2026
7. LABOR DAY — MONDAY, SEPTEMBER 7, 2026
8. THANKSGIVING DAY — THURSDAY, NOVEMBER 26, 2026
9. DAY AFTER THANKSGIVING — FRIDAY, NOVEMBER 27, 2026
10. CHRISTMAS EVE — THURSDAY, DECEMBER 24, 2026
11. CHRISTMAS DAY — FRIDAY, DECEMBER 25, 2026
12. NEW YEAR'S EVE — THURSDAY, DECEMBER 31, 2026

YEAR 2027

1. NEW YEAR'S DAY — FRIDAY, JANUARY 1, 2027
2. MARTIN LUTHER KING DAY — MONDAY, JANUARY 18, 2027
3. GOOD FRIDAY — FRIDAY, MARCH 26, 2027
4. MEMORIAL DAY — MONDAY, MAY 31, 2027
5. DAY BEFORE INDEPENDENCE DAY (OBSERVED) — FRIDAY, JULY 2, 2027
6. INDEPENDENCE DAY (OBSERVED) — MONDAY, JULY 5, 2027
7. LABOR DAY — MONDAY, SEPTEMBER 6, 2027
8. THANKSGIVING DAY — THURSDAY, NOVEMBER 25, 2027
9. DAY AFTER THANKSGIVING — FRIDAY, NOVEMBER 26, 2027
10. CHRISTMAS EVE — FRIDAY, DECEMBER 24, 2027
11. CHRISTMAS DAY (OBSERVED) - MONDAY, DECEMBER 27, 2027
12. NEW YEAR'S EVE — FRIDAY, DECEMBER 31, 2027

YEAR 2028

1. NEW YEAR'S DAY (OBSERVED) - MONDAY, JANUARY 3, 2028
 2. MARTIN LUTHER KING DAY — MONDAY, JANUARY 17, 2028
 3. GOOD FRIDAY — FRIDAY, APRIL 14, 2028
-

ARTICLE 8 SENIORITY:

8.21 POOL FAMILY. THE POOL CONSISTS OF OCCUPATIONAL CODES IN WAGE GRADE 00.

(A) POOL WORK REDUCTION PROCEDURE. AN EMPLOYEE ENTERING THE POOL AFTER EXHAUSTING HIS SENIORITY RIGHTS TO ALL CODES IN WAGE GRADE 1 OR HIGHER HAS THE OPTION OF EXERCISING BUMPING RIGHTS IN THE POOL OR TAKING A LAYOFF. SHOULD HE ELECT THE LATTER, HE WOULD ONLY BE RECALLED TO HIS PREVIOUSLY QUALIFIED OCCUPATIONS WAGE GRADE 1 OR HIGHER.

(B) DISQUALIFICATION. IF THE EMPLOYEE ELECTS THE POOL, HE WILL BE GIVEN THE OPPORTUNITY TO DECLARE PERSONAL DISQUALIFICATION FOR ANY POOL OCCUPATION(S) PRIOR TO ENTERING THE POOL. HE THEN WILL DISPLACE THE LEAST SENIOR EMPLOYEE ON ANY FORMERLY QUALIFIED OCCUPATION IN WAGE GRADE 00. IF HE DOES NOT HAVE A FORMER QUALIFIED OCCUPATION IN WAGE GRADE 00, HE WILL THEN DISPLACE THE LEAST SENIOR EMPLOYEE IN THE WAGE GRADE ON AN OCCUPATION FROM WHICH HE HAS NOT BEEN DISQUALIFIED. THIS SAME PROCEDURE ALSO APPLIED TO EMPLOYEES CURRENTLY WORKING ON A POOL OCCUPATION.

(C) LAST CHANCE. AN EMPLOYEE WHO HAS EXHAUSTED HIS RIGHTS TO HIS LOWEST WAGE GRADE AND WOULD OTHERWISE BE LAID OFF, HAS THE OPTION OF DISPLACING THE LEAST SENIOR EMPLOYEE IN THE POOL REGARDLESS OF JOB CODE, PROVIDED THE EMPLOYEE IS PHYSICALLY CAPABLE OF PERFORMING THE WORK AND HAS NOT PREVIOUSLY BEEN DISQUALIFIED FROM THE OCCUPATION.

(D) RIGHT TO ELECT LAYOFF IN POOL. ON ANY WORK REDUCTION ACTION WITHIN THE POOL, THE AFFECTED EMPLOYEE MAY EXERCISE PERSONAL OCCUPATION CODE DISQUALIFICATIONS BY THE EMPLOYEE PERSONALLY NOTIFYING ~~THE SENIORITY OFFICE~~ **HUMAN RESOURCES** BY 9:00 A.M. THE DAY FOLLOWING THE DAY THE BUMP SHEET IS POSTED AND PRECEDING THE EFFECTIVE DATE OF THE WORK REDUCTION

ARTICLE 8 SENIORITY:

(101) AFTER RECALLS AND REQUEST FOR TRANSFER, AP FORMS WILL BE REVIEWED IN DESCENDING SENIORITY ORDER REGARDLESS OF THE TYPE OF MOVEMENT.

(102) IF NO QUALIFIED EMPLOYEES AP AND THE JOB(S) MOVES TO THE OUTSIDE, AND REMAINS OPEN FOR 90 DAYS, THE JOB WILL COME BACK INTERNAL AND BE POSTED AGAIN. IF NO QUALIFIED INTERNAL EMPLOYEE HAS AP'D, THE JOB WILL BE POSTED AS A LEVEL II INTERNALLY, IF NO QUALIFIED EMPLOYEE AP'S TO THAT LEVEL II POSTING THEN THE JOB GOES TO THE OUTSIDE AS A LEVEL II.

~~(102)~~ (103) **DESCRIPTION ADVANCEMENT.** IS WHEN AN EMPLOYEE REQUESTS A JOB CODE IN THE SENIORITY UNIT WITH A HIGHER BASE RATE THAN THE EMPLOYEE'S REGULAR OCCUPATION. TWENTY-FOUR (24) MONTHS MUST LAPSE BETWEEN AP MOVES UNLESS NULLIFIED BY RECALL TO FORMER CODES OR TRANSFERRED ELSEWHERE VIA WORK REDUCTION.

~~(103)~~ (104) **LATERAL MOVE.** IS WHEN AN EMPLOYEE REQUESTS A JOB CODE IN THE SENIORITY UNIT WITH THE SAME BASE RATE AS THE EMPLOYEE'S REGULAR OCCUPATION. TWENTY-FOUR (24) MONTHS MUST LAPSE BETWEEN AP MOVES UNLESS NULLIFIED BY RECALL TO FORMER CODES OR TRANSFER ELSEWHERE VIA WORK REDUCTION.

~~(104)~~ (105) **LOWER MOVE.** IS WHEN AN EMPLOYEE REQUESTS A NEW JOB IN THE SENIORITY UNIT PAYING LESS THAN THE PRESENT CODE RATE. TWENTY-FOUR (24) MONTHS MUST LAPSE BETWEEN AP MOVES UNLESS NULLIFIED BY RECALL TO FORMER CODES OR TRANSFER ELSEWHERE VIA WORK REDUCTION.

~~(105)~~ (106) **WHO MAY APPLY.** AN HOURLY EMPLOYEE WHO HAS COMPLETED THE PROBATIONARY PERIOD AND HAS BEEN AN ACTIVE EMPLOYEE FOR TWENTY-FOUR (24) MONTHS HAS ACHIEVED BASE RATE ON THE CURRENT JOB, AND WHO IS WILLING TO WORK ANY SHIFT MAY APPLY. APPLICATIONS MAY BE SUBMITTED FOR MORE THAN ONE JOB; HOWEVER, AN EMPLOYEE WHO AFTER APPLYING FOR A JOB REFUSES FOR ANY REASON TO ACCEPT THE JOB WHEN OFFERED WILL NOT BE ELIGIBLE TO SUBMIT ANOTHER AP FORM FOR THE JOB UNTIL TWENTY-FOUR (24) MONTHS HAVE ELAPSED FROM THE DATE OF THE JOB REFUSAL. THE EMPLOYEE'S AP FORM FOR THE JOB REFUSED WILL BE SO NOTED AND PLACED IN THE EMPLOYEE'S PERSONNEL FOLDER.

~~(106)~~ (107) EMPLOYEES FILLING A JOB OPENING VIA THE AP PROCEDURE SHALL NOT BE PERMITTED TO SUBMIT ANOTHER AP FOR TWENTY-FOUR (24) MONTHS. THIS PROVISION SHALL NOT APPLY IF AN EMPLOYEE IS DISPLACED THROUGH NO FAULT OF HIS OWN.

~~(107)~~ (108) **AP OBJECTIVES.** THIS PROCEDURE SHALL BE USED ONLY FOR NEW JOB CREDIT AND SHALL APPLY ONLY AFTER EXHAUSTION OF RECALLS, AND REQUESTS FOR TRANSFERS. THIS PROCEDURE WILL ~~INSURE~~ **ENSURE** THAT ALL HOURLY EMPLOYEES WHO APPLY RECEIVE FAIR, EQUITABLE CONSIDERATION OF THEIR REQUEST.

(A) **NOTICE:** NOTICES LISTING JOBS (INCLUDING POOL JOBS) WILL BE POSTED AND IDENTIFIED ON THE JOB OPPORTUNITY BOARDS.

1) JOBS IN WHICH FUTURE OPENINGS MAY BE ANTICIPATED, AND/OR;

2) JOBS WHICH ARE CURRENTLY OPEN; I.E., FOR WHICH NO RECALLS EXIST. POOL JOB OPENINGS MAY BE LISTED BY WAGE GRADE ONLY, OR CODE, AND NUMBER OF OPENINGS IN DEPARTMENT.

(B) JOB OPENINGS WHEN DESIGNATED BY THE COMPANY WILL BE FILLED IN ACCORDANCE WITH THE FOLLOWING PROCEDURES:

1) EXCEPT AS HEREIN LIMITED, AN EMPLOYEE IS ELIGIBLE TO BID ON ANY OPENING.

- 2) NOTICE OF THE OPENINGS SHALL BE POSTED IN THE PLANT FOR THE PERIOD OF THREE (3) WORKDAYS (72 HOURS) MONDAY THROUGH FRIDAY. THE POSTINGS WILL IDENTIFY THE JOB CLASSIFICATION, RATE, AND TIME AND DATE POSTED.
- 3) INTERESTED EMPLOYEES WHO HAVE ATTAINED TWENTY-FOUR (24) MONTHS PLANT SENIORITY AND WHO HAVE NOT BID SUCCESSFULLY DURING THE PRECEDING TWENTY-FOUR (24) MONTHS SHALL BE ELIGIBLE TO BID FOR THE POSTED VACANT JOB BY SUBMITTING AN AP FORM.
- 4) AFTER THE CLOSE OF THE THIRD DAY OF THE POSTING PERIOD, THE COMPANY SHALL EVALUATE THE BIDDERS. EMPLOYEES SHALL BE SELECTED FOR AN OPENING ON THE BASIS OF SENIORITY PROVIDED THEY HAVE THE SKILL AND ABILITY TO PERFORM THE WORK. SKILL AND ABILITY WILL BE BASED ON THE POSTED MINIMUM QUALIFICATIONS.
- 5) EMPLOYEES SHALL BE DEEMED TO HAVE THE SKILL AND ABILITY TO PERFORM THE WORK WHEN, BY VIRTUE OF PAST EDUCATION, TRAINING, OR EXPERIENCE, IT MAY FAIRLY BE ASSUMED THAT THEY CAN COMPETENTLY PERFORM THE JOB WITHIN A REASONABLE PERIOD OF TIME.
- 6) AN EMPLOYEE'S ADVANCED PLACEMENT (AP) APPLICATION FOR ADVANCEMENT WILL BE REJECTED ON THE BASIS OF HAVING A FINAL WARNING FOR ATTENDANCE OR QUALITY, EVEN IF THE MINIMUM QUALIFICATIONS FOR THE JOB ARE MET. AN EMPLOYEE'S AP FOR LATERAL OR LOWER CODES WILL NOT BE REJECTED ON THIS BASIS.
- 7) THE SUCCESSFUL BIDDER SHALL BE TRANSFERRED TO THE NEW JOB, BUT TRANSFER MAY NOT BE DELAYED FOR A PERIOD EXCEEDING ~~NINETY (90)~~ SIXTY (60) CALENDAR DAYS.
- 8) IF THE EMPLOYEE IS MOVING TO AN UPGRADED JOB THE EMPLOYEE SHALL BE PAID AT THE UPGRADED RATE BEGINNING ON THE FIRST WORKING DAY AFTER THE THIRTIETH CALENDAR DAY.
- 9) IF THE PENDING MOVE IS THE DOWNWARD MOVE, THE EMPLOYEE WILL BE PAID AT THE HIGHER RATE OF PAY UNTIL THE MOVE TAKES PLACE.
- 10) A SUCCESSFUL BIDDER HAS FIVE (5) WORKING DAYS FROM THE TIME THE BID IS AWARDED TO MAKE HIMSELF AVAILABLE TO MOVE TO THE NEW JOB UNLESS OTHERWISE MUTUALLY AGREED ON BY THE COMPANY AND THE APPROPRIATE UNION REPRESENTATIVE.
- 11) AN EMPLOYEE MAY VOLUNTARILY DISQUALIFY HIMSELF FROM THE OCCUPATION. ANY BIDDER DISQUALIFIED, WHETHER VOLUNTARY OR OTHERWISE, SHALL RETURN TO HIS PREVIOUS OCCUPATION IN WHICH HE HAS ESTABLISHED SENIORITY RIGHTS AND, PROVIDED HE HAS SUFFICIENT SENIORITY AT THE TIME OF HIS RE-ENTRY INTO SUCH PREVIOUS OCCUPATION, HE SHALL RETURN TO THE SAME SHIFT AND LOCATION THAT HE LEFT AT THE TIME OF HIS JOB BID. ANY EMPLOYEE(S) AFFECTED BY SUCH RETRANSFER SHALL RETAIN THE SAME SENIORITY RIGHTS THAT HE WOULD HAVE HAD IF HE HAD NOT LEFT THE OCCUPATION AND/OR SHIFT.
- 12) WHEN AN EMPLOYEE IS DISQUALIFIED FROM AN OCCUPATION, HE SHALL NOT BE ELIGIBLE TO RE-BID INTO THE OCCUPATION FROM WHICH HE WAS DISQUALIFIED FOR A PERIOD OF TWENTY-FOUR (24) MONTHS, UNLESS THE OCCUPATION IS SIGNIFICANTLY CHANGED OR THE EMPLOYEE PROVIDES DOCUMENTATION TO SHOW HE HAS HAD ADDITIONAL TRAINING AND/OR SCHOOLING WHICH QUALIFIED HIM FOR SUCH AN OCCUPATION.
- (C) PROMOTIONS. AN EMPLOYEE MAY NOT CLAIM A PROMOTION ON THE BASIS OF SENIORITY ALONE. EMPLOYEES SHALL BE SELECTED FOR AN OPENING ON THE BASIS OF SENIORITY PROVIDED THEY HAVE THE SKILL AND ABILITY TO PERFORM THE WORK. SKILL AND ABILITY WILL BE BASED ON PAST EDUCATION, TRAINING, AND EXPERIENCE AS SET OUT IN THE POSTED MINIMUM QUALIFICATIONS. CERTIFICATION OF SUCCESSFUL COMPLETION OF A COMPANY-APPROVED TRAINING PROGRAM IS ACCEPTABLE.

~~(108)~~ (109) 8.33 REMOVAL PROCEDURES.

(A) **REJECTION OF JOBS.** IF AN EMPLOYEE WORKING FOR THE COMPANY ON AN OCCUPATION ABOVE THE POOL REFUSES RECALL TO A HIGHER PREVIOUSLY QUALIFIED OCCUPATION, HE MAY

RETURN TO THAT OCCUPATION ON THE BASIS OF SENIORITY ONLY, WHEN AS A RESULT OF A REDUCTION IN THE WORKING FORCES HE WOULD BE OTHERWISE DISPLACED TO THE POOL OR BE LAID OFF.

(B) REMOVAL FROM OCCUPATION. EMPLOYEES WHO ARE REMOVED FROM AN OCCUPATION BECAUSE OF INABILITY TO PERFORM THE WORK SATISFACTORILY OR FOR DISCIPLINARY ACTION MAY NOT LATER CLAIM THAT OCCUPATION ON THE BASIS OF SENIORITY PROVIDED THAT A RECORD SHALL BE MADE OF THE ACTION TAKEN AND SUCH RECORD MADE AVAILABLE TO THE UNION.

(C) VOLUNTARY CODE REMOVALS. ALL EMPLOYEE-INITIATED CODE REMOVAL ACTIONS IN THIS ARTICLE ARE CONSIDERED PERMANENT, AND THE EMPLOYEE CAN ONLY REACQUIRE SENIORITY RIGHTS TO THE OCCUPATIONAL CODE SO ACTED UPON BY A LATER AP TO THE CODE. IT IS UNDERSTOOD THAT THE EMPLOYEE WILL NOT BE ELIGIBLE FOR CONSIDERATION ON RETURNING TO THE OCCUPATIONAL CODE FOR A PERIOD OF TWENTY-FOUR (24) MONTHS.

1) AN EMPLOYEE WHO IS DISSATISFIED WITH THE CIRCUMSTANCES OF A JOB MAY GIVE UP RIGHTS TO THIS OCCUPATION AND FILL AN OPENING ON A DESIGNATED PREVIOUSLY QUALIFIED OCCUPATION. VOLUNTARY CODE REMOVAL APPLICANTS WILL BE INSERTED IN THE RECALL LIST BY SENIORITY. IT IS UNDERSTOOD THAT WHEN THIS TAKES PLACE, THE EMPLOYEE WILL BE MOVED WITHIN TEN (10) WORKING DAYS.

2) AN EMPLOYEE WHO IS DISSATISFIED WITH THE CIRCUMSTANCES OF HIS JOB MAY GIVE UP RIGHTS TO THIS OCCUPATION AND BUMP TO HIS NEXT HIGHEST QUALIFIED OCCUPATIONAL CODE. IT IS UNDERSTOOD THAT WHEN THIS TAKES PLACE, THE EMPLOYEE WILL BE MOVED WITHIN TEN (10) WORKING DAYS.

3) AN EMPLOYEE MAY GIVE UP RIGHTS AT ANY TIME TO A PREVIOUSLY QUALIFIED OCCUPATION(S) OTHER THAN THE PRESENTLY ASSIGNED CODE. HOWEVER, SHOULD THE EMPLOYEE ELECT TO DO THIS DURING INVOLVEMENT IN A WORK REDUCTION, THE EMPLOYEE MUST SO NOTIFY THE HUMAN RESOURCES DEPARTMENT OF THIS DECISION BY 9:00 A.M. THE DAY FOLLOWING THE POSTING OF THE BUMP SHEET ON THE JOB OPPORTUNITY BOARDS.

4) EMPLOYEE'S GIVING UP RIGHTS TO ALL CODES RESULTING IN SEPARATION FROM THE COMPANY WILL BE CONSIDERED AS A VOLUNTARY QUIT AND WILL NOT RETAIN RECALL OR A.P. RIGHTS.

MEMORANDUM OF UNDERSTANDING

APRIL 1, 2017

TRANSFER/AP MOVEMENT

THE TWENTY-FOUR (24) MONTH RESTRICTION PERIOD WILL ONLY APPLY TO ALL TRANSFER/AP'S OCCURRING SUBSEQUENT TO RATIFICATION. TIME CONSTRAINTS ON MOVES OCCURRING PRIOR TO RATIFICATION WILL BE SUBJECT TO PREVIOUS CBA LANGUAGE.

ARTICLE 8 SENIORITY:

(60) **8.3 SENIORITY LISTS.** THE COMPANY SHALL MAINTAIN AN UP-TO-DATE SENIORITY LIST CONTAINING THE EMPLOYEES' NAMES, DATES OF HIRE, **CLOCK NUMBERS** **MASTER ID, EMPLOYEE NUMBER,** AND JOB CODES. THE LIST WILL BE AVAILABLE TO THE UNION FOR REVIEW, AND COPIES WILL BE GIVEN TO THE UNION NOT MORE THAN TWO TIMES PER YEAR.

(68) **FORMS ON WHICH TO NOTIFY THE COMPANY OF ANY CHANGES WILL BE FURNISHED BY THE COMPANY AND MAY BE OBTAINED FROM THE HUMAN RESOURCES DEPARTMENT.** **EMPLOYEES SHOULD VISIT THE DIGITAL EMPLOYEE CENTER (OR THE EQUIVALENT DESIGNATED ONLINE TOOL AS PROVIDED BY THE COMPANY) TO MAKE CHANGES TO THEIR CONTACT INFORMATION AS NEEDED. LAID OFF EMPLOYEES MAY CONTACT HUMAN RESOURCES FOR ANY ADDRESS OR PHONE NUMBER UPDATES.**

(69) **A COPY OF ALL ADDRESS CHANGES WILL BE PROVIDED TO LOCAL UNION 2262 MONTHLY.** UPON REQUEST OF THE UNION, BUT NOT MORE THAN TWICE A YEAR, THE COMPANY WILL PROVIDE A LIST OF NAMES, ADDRESSES, TELEPHONE NUMBERS AND SOCIAL SECURITY NUMBERS OF ALL EMPLOYEES IN THE BARGAINING UNIT.

ARTICLE 8 SENIORITY:

- (77) (B) **MUTUAL SHIFT CHANGE.** WHEN TWO OR MORE EMPLOYEES WITH ONE HUNDRED TWENTY (120) OR MORE DAYS OF SENIORITY ON THE SAME OCCUPATIONAL CODE IN A DEPARTMENT, REGARDLESS OF SENIORITY, WISH TO TRADE SHIFTS FOR AN AMOUNT OF TIME AGREED BETWEEN THE INVOLVED EMPLOYEES UP TO A MAXIMUM OF ~~EIGHT (8)~~ **TWELVE (12)** MONTHS, THEY MAY DO SO UPON RECEIVING PRIOR APPROVAL OF THE DEPARTMENT SUPERVISOR. AN EMPLOYEE WHILE INVOLVED IN A MUTUAL SHIFT CHANGE CANNOT EXERCISE A SHIFT PREFERENCE BUMP UNLESS EITHER OF THEM HAVE BEEN DISPLACED FROM THE OCCUPATIONAL CODE OR SHIFT OF HIS PREFERENCE THROUGH NO FAULT OF HIS OWN. ONCE THE EMPLOYEES HAVE RETURNED TO THEIR ORIGINAL SHIFTS WITHIN THE DEPARTMENT, THEY ARE ELIGIBLE TO EXERCISE A "SHIFT PREFERENCE BUMP." EMPLOYEES PARTICIPATING IN A MUTUAL SHIFT CHANGE MAY BE DISPLACED BY A SHIFT PREFERENCE BUMP.
- (C) **SHIFT PREFERENCE BUMP.** AN EMPLOYEE WITH 120 DAYS OR MORE SENIORITY MAY EXERCISE A SHIFT PREFERENCE BUMP PROVIDING THERE IS A LESS SENIOR EMPLOYEE ON THE SAME OCCUPATIONAL CODE IN THE SENIORITY UNIT. HE WILL DISPLACE THE LEAST SENIOR EMPLOYEE ON THE SHIFT OF HIS PREFERENCE THROUGH NO FAULT OF HIS OWN. THE COMPANY RESERVES THE RIGHT TO DECLINE A SHIFT PREFERENCE ACTION WHERE PRODUCTION WOULD BE ADVERSELY AFFECTED, BUT IT IS UNDERSTOOD THAT ANY SUCH EXCEPTION MAY BE SUBJECT OF A GRIEVANCE. ALL EMPLOYEE-INITIATED SHIFT BUMPS WILL BE LIMITED TO ONCE IN AN ~~EIGHT (8)~~ **TWELVE (12)** MONTH PERIOD UNLESS THE EMPLOYEE IS DISPLACED FROM HIS SHIFT OF CHOICE THROUGH NO FAULT OF HIS OWN.
-

ARTICLE 9: GRIEVANCE PROCEDURE

(125) 9.1 STEP TWO: ~~WITHIN THREE (3) * WORKING DAYS~~ **WITHIN FIVE (5)***
WORKING DAYS AFTER RECEIPT OF THE WRITTEN GRIEVANCE, THE HUMAN
RESOURCES REPRESENTATIVE AND APPROPRIATE MANAGEMENT REPRESENTATIVE
WILL MEET WITH THE COMMITTEEMEN OF THAT AREA. MANAGEMENT SHALL GIVE
ITS ANSWER IN WRITING WITHIN FIVE (5) * WORKING DAYS FOLLOWING A MEETING.

(136) 9.6 TIME LIMITATIONS. SHOULD EITHER PARTY FAIL TO COMPLY WITH THE
TIME LIMITATIONS SET FORTH IN THE ABOVE SECTIONS, THE PARTY WILL LOSE THE
GRIEVANCE BY DEFAULT. HOWEVER, NEITHER **PARTY** WILL DENY A REASONABLE
REQUEST FOR AN EXTENSION, **BUT ALL AGREED UPON EXTENSIONS MUST BE IN**
WRITING OR VIA ELECTRONIC MAIL WITH BOTH PARTIES ACKNOWLEDGING RECEIPT
OF THE REQUEST.

ARTICLE 14: JOB EVALUATION

(175) **14.1 GENERAL.** A FAIR AND EQUITABLE WAGE RATE FOR EACH INDIVIDUAL JOB IS RECOGNIZED BY BOTH THE COMPANY AND THE UNION AS ONE OF THE BASIC PRINCIPLES UPON WHICH GOOD PLANT RELATIONSHIPS ARE DEPENDENT.

(176) FOR THIS REASON, THE COMPANY AGREES THAT WHENEVER A NEW JOB IS ESTABLISHED IN THE PLANT ~~IT WILL BE DESIGNATED AS CODE 9000, AND A NEW CODE AND RATE WILL BE PLACED ON THE JOB AS QUICKLY AS PRACTICAL AFTER THE JOB HAS STARTED.~~ PRIOR TO ANY WORK BEGINNING IN THAT NEW JOB.

(177) SUCH RATE WILL GIVE PROPER REGARD TO ALL FACTORS HAVING A BEARING ON A FAIR RATE.

ARTICLE 16 VACATIONS:

(188) **16.2 VACATION SCHEDULE.** THE COMPANY WILL GRANT AND SCHEDULE ANNUAL VACATIONS WITH PAY COMPUTED AS FOLLOWS:

COMPANY SENIORITY AS OF

JANUARY 1 OF THE VACATION YEAR

VACATION

~~*8 MONTHS~~ 120 DAYS BUT LESS THAN 5 YEARS

2 WEEKS (80 HOURS PAY)

5 YEARS BUT LESS THAN 15 YEARS

3 WEEKS (120 HOURS PAY)

15 YEARS BUT LESS THAN 20 YEARS

4 WEEKS (160 HOURS PAY)

20 YEARS OR MORE

5 WEEKS (200 HOURS PAY)

~~NEW HIRES WILL RECEIVE PRO-RATED VACATION HOURS OF 6.67 HOURS PER MONTH IN THEIR FIRST YEAR OF SERVICE AND WILL BE ELIGIBLE FOR THE FULL ALLOTMENT JANUARY 1 OF THE FOLLOWING CALENDAR YEAR.~~ ANY REMAINING VACATION WILL BE PAID OUT PER (194) (E).

ARTICLE 19 BULLETIN BOARDS

(203) THE COMPANY SHALL PROVIDE FIVE (5) GLASS ENCLOSED BULLETIN BOARDS (48" X 36"). SUCH BOARDS SHALL HAVE STANDARDIZED LOCKS AND KEYS. THE BULLETIN BOARDS SHALL BE USED BY THE UNION FOR OFFICIAL UNION BUSINESS ONLY. THE PRESIDENT AND/OR THE CHAIRMAN OF THE SHOP COMMITTEE SHALL FURNISH AN **ELECTRONIC** COPY OF EACH BULLETIN TO BE POSTED BY THE UNION TO THE HUMAN RESOURCES MANAGER AT LEAST ONE (1) HOUR PRIOR TO POSTING. LOCATIONS WILL BE MUTUALLY AGREED UPON.

**ARTICLE 23
TERM OF AGREEMENT**

- (235) This Agreement shall continue in full force and effect until 11:59 P.M. on ~~30 April 2025~~ **30 April, 2028** It shall automatically renew itself from year to year thereafter unless, at least sixty (60) days and not more than ninety (90) days prior to ~~4/30/2025~~ **30 April, 2028** or any anniversary of ~~4/30/2025~~ **30 April, 2028** thereafter, either party gives written notice to the other of its desire to terminate this Agreement.
- (236) If, after receipt of the said termination notice described in Paragraph 236, the parties do not reach an agreement by the termination date, this Agreement shall continue in full force and effect until agreement is reached or until either party gives written notice to terminate this Agreement at least twenty-four (24) hours prior to the desired expiration date.
- (237) Addresses for the serving of notice shall be as follows:
- To the Company:
Manager of Human Resources
Eaton Corporation
23555 Euclid Avenue
Cleveland, Ohio 44117
- (238) To The UAW:
Regional Director
UAW Region 2 B
1691 Woodlands Drive Maumee, OH 43537
- (239) In witness whereof, the parties hereto have executed this agreement as of the date first herein above stated.
- (240) The parties further agree that the undersigned have had full opportunity to proofread this document, and by signature indicated they agree to the accuracy and completeness of its content.

WITNESS FOR:

The International Union
United Automobile, Aerospace
and Agricultural Implement
Workers of America, REGION 2 B,
and its Amalgamated Unit of
UAW Local 2262

~~Wayne Blanchard~~ **David Green**
Director
UAW Region # 2B

~~Pat Spayde~~ **Aaron Shinaul**
International Representative
UAW Region # 2B

~~Chris Chongris~~ **Ralph L. Nazario**
Unit Chairman

~~Ralph L. Nazario~~ **Ronald Wiech**
Unit Vice Chairman

~~Mike Leblang~~ **Marie Davirro**
Bargaining ~~Committeeman~~ **woman**

~~John Dieterich~~ **Wayne Grant**
Bargaining Committeeman

WITNESS FOR:

Eaton Corporation

~~Eleni Vosicky~~ **Rachel Ligman**
Human Resources Manager

~~Mauro F. Pino~~ **Hartman Aguirre**
Plant Manager

~~Mark Sullivan~~ **Christopher Wetherson**
Labor Relations Director

~~Norbert Tas~~ **Meghin Lombardi**
Operations Manager

~~Courtney Milla~~ **Mikala Peters**
~~Sr.~~ **Lead** HR Generalist

~~Michelle McCormick~~
~~HR Supervisor~~

AGREEMENT

- (1) This Agreement is entered into effective the first day of ~~June 13, 2021~~ **May 1, 2025** by and between the International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America, and its Amalgamated Unit of UAW Local 2262 (hereinafter called the “Union”), and Eaton Corporation, its successors and assigns (hereinafter called the “Company”).
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A G R E E M E N T

between

EATON CORPORATION

and

**INTERNATIONAL UNION,
UNITED AUTOMOBILE, AEROSPACE
AND AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA
AND ITS
AMALGAMATED UNIT OF UAW
LOCAL 2262**



Effective Date: ~~June 13, 2021~~ **May 1, 2025**
Expiration Date: ~~April 30, 2025~~ **April 30, 2028**

~~3213~~ 4214 CERTIFIED HOUSING CELL UTILITY

3801 CERTIFIED ~~ASSEMBLY~~ PACK AND DOCK

~~3806~~ 4806 CERTIFIED BEARING FABRICATION

~~4213~~ CERTIFIED GEAR & SHAFT MACHINING

5213 CERTIFIED GEAR & SHAFT MACHINING

~~4215~~ CERTIFIED METAL TREATMENT

4216 CERTIFIED GEAR AND SHAFT UTILITY

5802 CERTIFIED TEST (TO WAGE GRADE 6 IN MAY OF 2026)

~~8307~~ 9307 CERTIFIED ~~GEAR & SHAFT~~ PRECISION CNC GRIND (PER PAST M.O.U.)

~~9201~~ 10201 CERTIFIED FMS/CNC MILLING MACHINING

~~10603~~ LAYOUT INSPECTION

~~11602~~ CERTIFIED GAGE & TOOL INSPECTOR/SETTER

12000 ELECTRONIC CONTROLS TECHNICIAN ~~ELECTRICIAN~~ (A)

12000 ELECTRONIC CONTROLS TECHNICIAN ~~ELECTRICIAN~~ (B)*

12605 CERTIFIED LAYOUT & TOOL INSPECTION

*PAID AT WAGE RATE 10

13.2 WAGE INCREASES

THE COMPANY RESERVES THE RIGHT TO MAKE OFF-CYCLE MARKET INCREASES TO INDIRECT MAINTENANCE CODES. IN THE EVENT OF A MARKET ADJUSTMENT, THE COMPANY WILL INFORM THE UNION AT LEAST 1 PAY PERIOD IN ADVANCE OF THE CHANGE TO RATE OF PAY.

ARTICLE 13 WAGES:

(166) 13.4 SHIFT PREMIUM.

AN EMPLOYEE WHO IS REGULARLY SCHEDULED TO WORK ON THE DESIGNATED SECOND OR THIRD SHIFT SHALL BE PAID A NIGHT-SHIFT PREMIUM IN THE FOLLOWING AMOUNTS PER HOUR FOR TIME WORKED ON THE DESIGNATED

SHIFTS:

(A) SECOND SHIFT PREMIUM IS ~~\$0.50~~ \$1.00

(B) THIRD SHIFT PREMIUM IS ~~\$0.50~~ \$1.00

ARTICLE 13 WAGES:

EFFECTIVE MAY 1, 2025:

3.0% GWI FOR TIER 1 CODES (28, 6, 7, 8, 9, 10, 11, 12)

CODE 1022 AND TIER 1 EMPLOYEES ON TIER 2 CODES GET 3.0% LUMP SUM OF THEIR BASE RATE.

GAP TO BE CLOSED BY 50% BETWEEN TIER 2 AND TIER 1 CODES (2,3,4, AND 5)

EFFECTIVE OCTOBER 1, 2025:

2.0% GWI FOR TIER 1 CODES (28, 6, 7, 8, 9, 10, 11, 12)

CODE 1022 AND TIER 1 EMPLOYEES ON TIER 2 CODES GET 2.0% LUMP SUM OF THEIR BASE RATE.

EFFECTIVE MAY 1, 2026:

3.5% GWI FOR TIER 1 CODES (28, 1022, 2, 6, 7, 8, 9, 10, 11, 12)

TIER 1 EMPLOYEES ON TIER 2 CODES GET 3.5% LUMP SUM OF THEIR BASE RATE.

GAP TO BE CLOSED COMPLETELY BETWEEN TIER 2 AND TIER 1 CODES

CODE 5802 WILL MOVE TO 6802

EFFECTIVE MAY 1, 2027:

3.0% GWI FOR ALL CODES

Code	Name	Base Rate			
		5/1/2025	10/1/2025	5/1/2026	5/1/2027
		GW1 3.00%	GW1 2.00%	GW1 3.50%	GW1 3.00%
28	Sweeper	\$25.10	\$25.60	\$26.50	\$27.29
99	CNC Machining Apprentices	N/A	N/A	N/A	N/A
1022	Crib Attendant	\$26.06	\$26.06	\$26.97	\$27.78
2000		\$27.12	\$27.12	\$28.07	\$28.91
3020	Oiler	\$28.16	\$28.16	\$28.16	\$29.00
3300	Certified Material Handler	\$28.16	\$28.16	\$28.16	\$29.00
3801	Certified Pack and Dock	\$28.16	\$28.16	\$28.16	\$29.00
4214	Certified Housing Cell Utility	\$28.98	\$28.98	\$28.98	\$29.85
4806	Certified Bearing Fabrication	\$28.98	\$28.98	\$28.98	\$29.85
4216	Certified Gear and Shaft Utility	\$28.98	\$28.98	\$28.98	\$29.85
4501	Certified Plating	\$28.98	\$28.98	\$28.98	\$29.85
4607	Process Inspection	\$28.98	\$28.98	\$28.98	\$29.85
4800	Certified Assembly	\$28.98	\$28.98	\$28.98	\$29.85
5213	Certified Gear & Shaft Machining	\$29.86	\$29.86	\$29.86	\$30.76
5802	Certified Test	\$29.86	\$29.86		
6802	Certified Test (Starting May 1, 2026)			\$33.56	\$34.56
6000		\$31.79	\$32.42	\$33.56	\$34.56
7699	Gear Inspection	\$32.82	\$33.47	\$34.64	\$35.68
7712	Certified NDT C.G.	\$32.82	\$33.47	\$34.64	\$35.68
8016	Waste Treatment Operator	\$34.08	\$34.76	\$35.98	\$37.06
8128	Certified Housing Cell Turning	\$34.08	\$34.76	\$35.98	\$37.06
8150	Certified Gear & Shaft Cell Turning	\$34.08	\$34.76	\$35.98	\$37.06
8611	Gage Setter	\$34.08	\$34.76	\$35.98	\$37.06
9009	Pipefitter	\$34.63	\$35.32	\$36.56	\$37.65
9013	Air Cond. & Refrigeration	\$34.63	\$35.32	\$36.56	\$37.65
9015	Millwright	\$34.63	\$35.32	\$36.56	\$37.65
9300	Certified Gear & Spline Generation	\$34.63	\$35.32	\$36.56	\$37.65
9307	Certified Precision CNC Grind	\$34.63	\$35.32	\$36.56	\$37.65
10005	Electrician	\$35.38	\$36.09	\$37.35	\$38.47
10006	Machine Repair	\$35.38	\$36.09	\$37.35	\$38.47
10200	Tool Grind	\$35.38	\$36.09	\$37.35	\$38.47
10201	Certified FMS/CNC Milling Machining	\$35.38	\$36.09	\$37.35	\$38.47
11000		\$35.94	\$36.66	\$37.94	\$39.08
12000	Electronic Controls Technician (A)	\$36.68	\$37.41	\$38.72	\$39.88
12000	Electronic Controls Technician (B)*	\$35.38	\$36.09	\$37.35	\$38.47
12001	Instrument Calibration/Repair (A)	\$36.68	\$37.41	\$38.72	\$39.88
12001	Instrument Calibration/Repair (B)*	\$35.38	\$36.09	\$37.35	\$38.47
12203	Certified Pre-Production	\$36.68	\$37.41	\$38.72	\$39.88
12605	Crertified Layout and Tool Inspection	\$36.68	\$37.41	\$38.72	\$39.88
*Paid at Wage Rate 10					

Employees on Tier 1 Wage Rates for codes 1022, 2000, 3020, 3300, 3801, 4214, 4806, 4216, 4501, 4607, 4800, 5213 and 5802 will receive a lump sum payment in accordance with the schedule below in lieu of GWI increases.

Tier 1 Lump Sum Schedule **			
Code	5/1/2025	10/1/2025	5/1/2026
	3.00%	2.00%	3.50%
1022	\$1,626.14	\$1,084.10	
2000	\$1,692.29	\$1,128.19	
3020	\$1,757.18	\$1,171.46	\$2,050.05
3300	\$1,757.18	\$1,171.46	\$2,050.05
3801	\$1,757.18	\$1,171.46	\$2,050.05
4214	\$1,808.35	\$1,205.57	\$2,109.74
4806	\$1,808.35	\$1,205.57	\$2,109.74
4216	\$1,808.35	\$1,205.57	\$2,109.74
4501	\$1,808.35	\$1,205.57	\$2,109.74
4607	\$1,808.35	\$1,205.57	\$2,109.74
4800	\$1,808.35	\$1,205.57	\$2,109.74
5213	\$1,863.26	\$1,242.18	\$2,173.81
5802	\$1,863.26	\$1,242.18	
** Applies to Employees on Tier 1 codes hired on or before April 1, 2004			

Effective May 1, 2026 Wage grade 5802 - Certified Test moves to Wage Grade 6802.

Tier 2 - Code Classification Names and Base Rates

Hired on or after April 1, 2004

Code	Name	Base Rate		
		5/1/2025	5/1/2026	5/1/2027
3020	Oiler	\$26.84		
3300	Certified Material Handler	\$26.84		
3801	Certified Assembly Utility	\$26.84		
4214	Certified Housing Cell Utility	\$27.45		
4806	Certified Bearing Fabrication	\$27.45		
4216	Certified Gear and Shaft Utility	\$27.45		
4501	Certified Plating	\$27.45		
4607	Process Inspection	\$27.45		
4800	Certified Assembly	\$27.45		
5213	Certified Gear & Shaft Machining	\$28.10		
5802	Certified Test	\$28.10		

Effective May 1, 2026 Tier 2 is eliminated and all remaining Tier 2 employees move to Tier 1 Wage rates.

Red Circle / Wage Grade Changes

Employees red-circled will be paid at higher hourly rate than the base rate assigned under the schedule below. For pay rate of employees red-circled on code 3801, refer to "Certified Assembly Utility-3801 Creation Agreement" dated May 20, 2015.

	Effective 6/13/2021	Effective 4/1/2022	Effective 4/1/2023	Effective 4/1/2024
Code		1.5% (Tier 1)	1.5% (Tier 1)	1.5% (Tier 1)
8611	\$31.64	\$32.11	\$32.60	\$33.09

Lead Operator Pay

Effective 4/1/2017 the Lead Operator will receive an additional \$2.00 per hour increase over their base rate of pay for all compensable contractual hours paid by the plant.
