

REL. 3/31/2021
6:15P



Company Economic Proposal # 10.1
Date & time passed across the table:

Proposal:

Clarify the parties' intent for the term of the agreement and adopt simple, standard renewal and opener language.

Proposed language:

**ARTICLE 23
TERM OF AGREEMENT**

~~(235) This Agreement shall remain in full force and effect until midnight, March 31, 2021, and thereafter until either party gives sixty (60) days written notice by registered mail to the other party of the termination of this Agreement whereupon the same shall be terminated after said sixty (60) days provided, however, that on or after either party may terminate any provision thereof upon such notice without terminating the remainder of this Agreement.~~

This Agreement shall continue in full force and effect until 11:59 P.M. on [expiration date]. 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 [expiration date] or any [anniversary of expiration Month, Date,] 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:

(238) To the Company:

Manager of Human Resources
Eaton Corporation

Eaton reserves the right to amend, modify, withdraw or add proposals at any time until final agreement is reached, and extends the same courtesy to the Union.

PS/

23555 Euclid Avenue
Cleveland, Ohio 44117

(239) To the UAW:

Regional Director
UAW Region 2 B
300 Liberty Plaza
~~5000 Rockside Rd.~~
~~Cleveland, Ohio 44131~~
1691 Woodlands Drive
Maumee, OH 43537

~~(240) Within ten (10) days after the receipt of such notice, the parties shall meet for the purpose of discussing the matters intended to be terminated by such notice.~~

Tentative Agreement:

For the Union (Signature): Patrick M. Spayde

Date: 03/31/2021

For the Company (Signature): [Signature]

Date: 3/31/2021

Eaton reserves the right to amend, modify, withdraw or add proposals at any time until final agreement is reached, and extends the same courtesy to the Union.

U.A.W. proposal #4.3

Economic

Dist. 3/31/21
1:38P

Proposed

- (181) **BEREAVEMENT PAY.** In the event of the death of the father, mother, husband, wife, domestic partner, or their child*, child, brother, sister, stepfather, stepmother, stepbrother, stepsister, father-in-law, mother-in-law, grandparents, grandchildren, and step children of an employee, the Company will pay the employee three (3) days' pay at his regular straight-time hourly rate for eight (8) hours per day. Page | 1
- (182) In the event of the death of a brother-in-law or sister-in-law, son-in-law* or daughter-in-law* of an employee, the Company will pay the employee up to one (1) day's pay at his regular straight-time rate for eight (8) hours for attending the funeral. *Son's or daughter's current spouse.
- (183) The employee must take the time off. The time off must occur between the day of the death and three (3) days after the funeral. The Company may require the employee to submit information to substantiate the claim for pay under this Article.
- (184) In the event that the above deaths occur during an employee's scheduled vacation, such Bereavement Pay will not be considered vacation pay, and the employee may extend his vacation by the one (1), two (2) or three (3) days as the case may be.
- (185) In the event a death occurs during the bereaved employee's medical leave, such employee will be eligible for the bereavement benefit providing the employee submits a claim prior to returning to work. The bereavement benefit can be taken only in the form of paid time off - not as pay in lieu of time off.

*Domestic partner, a signed affidavit must be on file prior to bereavement.

Tentative Agreement:

For the Union (Signature): Patricia M. Spayde

Date: 3/31/2021

For the Company (Signature): Wosick

Date: 3/31/21

U.A.W. counter proposal to Company #8.2

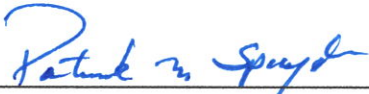
DIST. 3/24/21
3:07P

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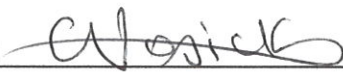
Proposed language:

(117) 8.39 **TEMPORARY LAYOFFS** (OUT-OF-WORK) TRANSFERS. In an out-of-work situation, the supervisor will poll the most senior employee on their respective code and shift. **That employee will have the option to stay at work or be sent home.** If the most senior employee declines **to be sent home**, the supervisor will then poll in descending seniority order. If no one accepts, the least senior employee on the respective code and shift will **be sent home or** perform the alternative work offered. **If the employee rejects the alternative work and elects to be sent home, he shall not receive an attendance occurrence. However, since alternative work was offered the employee will not receive any monetary compensation if he elects to be sent home. If the employee chose to stay and work, he will perform work on any code in their chain, or any other non-bargaining unit work offered at the sole discretion of the employer, provided that they meet FAA Safety Sensitive requirements.** An out-of-work situation shall only be practiced if the code of the employee being loaned out is scheduled for eight (8) hours. Out-of-work transfers may not be used on weekends or outside of their normal shift. The highest ranking A union official available on the shift (committee or steward) will be made aware of any out-of-work transfers prior to.

Tentative Agreement:

For the Union (Signature): 

Date: 03/24/2021

For the Company (Signature): 

Date: 3/24/2021

Date submitted _____ Time submitted _____ Response Date _____



Company Non-Economic Proposal # 9.1
 Date & time passed across the table: 2:45 PM

3/18/21

Proposal:

Eaton is proposing the language changes below to “clean up” the existing contractual references.

Proposed language:

(62) An employee eligible on the seniority list (one hundred twenty (120) days or more seniority, Article 8, Section 8.10) accumulates Credited Services for Job Rights on the following basis:

Condition	Credit Time Off	Prior Service Credits
Layoff	Up to 60 months	All if returns to work in 60 months
Medical Short-term Disability leave (10 plus years seniority)	Unlimited-All	All
Medical leave (under 10 years seniority)	Up to 36 months	All if returns to work in 36 months
Personal Leave	None	All if returns to work in 36 months
Long Term Disability	Up to 36 months or up to credited service at time of disability	All if returns to work in 36 months or all if returns to work within period of credited service
Union Leave	Up to 12 months	All if returns to work within 13 months
Rehire from Resignation or Discharge	None	None

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TA
 EV 3/23/21
 PS 103/23/2021

**ARTICLE 9
GRIEVANCE PROCEDURE**

(129) **9.2 APPEAL TO ARBITRATION.** If the grievance is not settled as provided in Step 3 above, the Union may, within (45) calendar days of the receipt of the Company's answer, notify the Company in writing of its desire to appeal to arbitration or be considered settled as of Step 3. Upon receiving written notice of the Union's desire to arbitrate the grievance, each party will designate a representative; and these representatives may jointly within fourteen (14) calendar days agree on an Arbitrator and if mutually agreeable, a single Arbitrator will be selected by consent of both parties. If a single Arbitrator cannot be selected, the ~~Union~~ **parties** shall, within fourteen (14) calendar days thereafter, request the ~~American Arbitration Association~~ **FMCS National Academy of Arbitrators** to submit a panel of Arbitrators who must be active members of the **National Academy of Arbitrators**. Each party will promptly accept or reject the first panel submitted. If such panel is so rejected, the parties shall immediately request a second panel, which must be used. The Union and the Company will alternately strike a name from the panel until a single name remains, and that person shall be the Arbitrator. If the grievance is not heard by the Arbitrator within one (1) year from the date of the Union's written notice to arbitrate, it will be considered to have been withdrawn as of Step 3. However, the International Representative and the Company Human Resources Representative may mutually agree to extend the one (1) year period to a mutually satisfactory date.

**INDEX OF APENDIX A
AND
MEMORANDUM OF UNDERSTANDINGS**

Listing of Code Classifications and Names to be modified to reflect all previous Agreements made to change/modify as such.

Tentative Agreement:

For the Union (Signature):  Date: 03/23/2021

For the Company (Signature):  Date: 3/23/2021

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Rec. 3/23/21
9:40a

Company Counter to Union Non-Economic # 12.0 = 12.1
Date & time passed across the table:

Proposed language:

**ARTICLE 4
HOURS OF WORK**

(27) **4.9 WEEKEND WORK SCHEDULES.** When work requirements necessitate six and/or seven day operations, the supervisor will schedule employees according to the established departmental overtime procedures. Every effort will be made to obtain a qualified replacement for an employee who wishes not to work on the sixth or seventh day and also to recognize the needs of an employee who has been working a six and seven day schedule and wishes to be off on a given weekend day. Employees shall not be required to work on the sixth ~~or seventh~~ day, if sufficient qualified volunteers are available.

- a) **To excuse an employee from having to work mandatory overtime on Saturday they would need to ensure a request slip for any of the following conditions is turned into management by Tuesday 5pm prior to the mandatory overtime being posted:**
 - 2. **Full vacation day on Friday prior to the weekend**
 - 3. **Half vacation day second half of Friday prior to the weekend**
 - 4. **Full vacation day on Monday following the weekend**
 - 5. **Half vacation day first half of Monday following the weekend**
 - 6. **Holiday Conversion on a Friday or Monday**
 - 7. **Paid Personal day on a Friday or Monday**
 - 8. **Union call-out on a Friday or Monday**
- b) **Only way to justify absence on mandatory Saturday the day of is to take non-scheduled day, use a holiday conversion, after the fact vacation, paid personal day (or else take an occurrence)**
- c) **Employees scheduled on mandatory overtime must work a minimum of 6 hours per shift**
- d) **Mandatory overtime may be scheduled on Saturdays only**

Tentative Agreement:

For the Union (Signature): *Patrick M. Spayde*

Date: 03/23/2021

For the Company (Signature): *[Signature]*

Date: 3/23/2021

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Company Non-Economic Proposal # 7.3
Date passed across the table: 3/23/21 11:59AM

Proposal:

The Advanced Placement process is often a promotional opportunity for our employees. The Company is committed to rewarding employees who don't only meet the minimum qualifications for the job but have also earned the promotion. The proposed language recommends a system to reward employees in good standing.


Proposed language:

(107) **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 that all hourly employees who apply receive fair, equitable consideration of their request.

(b) Job openings when designated by the Company will be filled in accordance with the following procedures:

6) An employee's AP ^{will be / PS} **Advanced Placement (AP) application for advancement** application ~~may~~ will not be rejected solely on the basis of having a written **final** warning for attendance **or quality** in the record, **even if the minimum qualifications for the job are met.** ~~However, a final warning for attendance will be sufficient basis for rejection of an AP.~~ **An employee's AP for lateral or lower codes will not be rejected on this basis.**

Tentative Agreement:

For the Union (Signature): 

Date: 03/23/2021

For the Company (Signature): 

Date: 3/23/21

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REC. 3/19/21
9:20A

Company Counter to Union Non-Economic # 11.0
Date & time passed across the table:

Proposed language:

**ARTICLE 8
SENIORITY**

(108) 8.33 REMOVAL PROCEDURES.

(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. A Voluntary Code Removal as designated in (1) and (2) as follows may only be executed once in a twelve (12) month period.

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.

Tentative Agreement:

For the Union (Signature): *Patrick M. Spayde*

Date: 03/19/2021

For the Company (Signature): *[Signature]*

Date: 3/19/2021

Eaton reserves the right to amend, modify, withdraw or add proposals at any time until final agreement is reached, and extends the same courtesy to the Union.



Company Non-Economic Proposal # 4.0
Date passed across the table: 3/16/21


Proposal:

A voluntary separation program may be an option benefitting both parties in the future. New language allowing the parties to agree on the contents of such program and providing the option to members would enable such offering in the future.

Proposed language:

The Company and Union may negotiate the availability of voluntary separation options any time during the course of the Agreement. The resulting Agreement will be published in the form of an MOU.

Tentative Agreement:

For the Union (Signature): 

Date: 03/16/2021

For the Company (Signature): 

Date: 3/16/21

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Company Counter to Union Non-Economic # 10.0
Date passed across the table: 3/16/21

Proposed language:

(115) **8.37 CNC TURNING.** Employees with the following codes will be given code credit for all of the turning codes 8128, ~~8230, 8240~~ **8150.**

Tentative Agreement:

For the Union (Signature): *Peter M. Spayd* Date: 03/16/2021

For the Company (Signature): *C. Hootch* Date: 3/16/21

Eaton reserves the right to amend, modify, withdraw or add proposals at any time until final agreement is reached, and extends the same courtesy to the Union.