

LAYOFF AND TRANSFER SUPPLEMENT

This Supplemental Agreement is entered into between the General Electric Company (hereinafter referred to as the "Company") and Local No. 201 of the International Union of Electrical, Radio and Machine Workers (AFL-CIO), (hereinafter referred to as the "Local"), pursuant to Section 2 of Article XI of the GE-IUE(AFL-CIO) National Agreement dated July 14, 1976, and shall apply only to hourly employees represented by the Local at the Company's River Works and Everett facilities in Lynn and Everett, Massachusetts (hereinafter collectively referred to as the "Plant").

This Supplement Agreement shall be applied consistent with the provisions of the National Agreement, and in case of conflict the National Agreement shall prevail.

her actual piecework earnings on the new job if they are higher. A piecework employee while on temporary assignment will continue to hold the former classification.

All temporary assignments will be to a classification that is reasonably related (similar working conditions on the same shift).

E. Any affected employee on a daywork classification who has not been placed in accordance with either I.C. or D. above, or who has ended his or her temporary assignment under Section D., may choose to displace in the department to his or her present or any previously held classification to which an employee with less seniority is assigned. Reasonable training will be provided where necessary.

F. Any affected daywork employee may choose to displace on the highest rated classification in the Plant for which qualified considering his or her seniority and Plant employment record if such placement would provide a higher rated classification than one available under Section I.E. Reasonable training will be provided where necessary.

G. Any affected piecework employee or any affected daywork employee who has held a piecework classification within the three years immediately prior to layoff will be offered placement on the highest rated piecework classification for which he or she is qualified within the

department considering his or her seniority and Plant classification record. Any such employee may choose to be transferred as a dayworker in accordance with the procedure set forth in the foregoing Sections. Reasonable training will be provided where necessary.

H. An employee affected by layoff who notifies his or her immediate unit manager that he or she wishes to be considered only for Plant-wide placement, will be placed Plant-wide.

I. Any employee who would be required to transfer to a permanent classification more than two steps lower than the highest rated classification from which he or she has been laid off within the prior twelve months may choose between work offered and removal for lack of suitable work.

J. An employee with a physical limitation as determined by the Company Medical Center, will be transferred to a suitable available classification under the steps of this Agreement, as if on layoff.

K. This procedure does not apply in a temporary lack of work situation. A temporary lack of work situation will be reviewed continually by the Company and when it is determined that the situation will last for more than a four-week period, the affected employees shall be given a week's work or pay in lieu thereof at the pre-

(b) To an employee who elects placement in his or her department under Section I.C.1. Such employee will be recalled to previously held higher rated classifications in his or her department only, considering his or her seniority.

(c) To an employee who accepts placement under Section I.G. of this procedure. Such employee will be recalled only to previously held higher rated piecework classifications in his or her department.

III. General

A. In layoff situations where unusually large numbers of employees are affected over a reasonably short period of time, the Company and the Local will meet to discuss alternate procedures which may be applied to the affected personnel. Such discussions may include the need for a Replacement Committee.

B. Apprentices will be exempt from the provisions of this Supplement until they shall have completed the recognized course of training.

C. Displacements into a classification under a Unit Manager will be limited to a reasonable percentage during any given training period. Although the percentage will vary depending on the number of employees in a classification under a Unit Manager, the Company will exercise its

best judgment in each set of circumstances subject to reasonable review. Employees denied a displacement under this Section will have a right to such displacement after the given training period.

D. Except as provided in paragraph III.A. and/or the National Agreement, this Supplemental Agreement shall provide the sole procedure for layoffs, transfers and recalls notwithstanding any other agreements, oral or written, excepting those agreed to by the Company and Local and attached hereto as addenda.

E. Where an employee transferring in accordance with this Supplement is afforded a choice, this choice must be made within twenty-four hours of the time that the employee is informed of such choice.

F. In the event the Company accepts responsibility for an improper transfer, layoff or recall, it shall be reconstructed promptly. The Company's financial liability for any such improper transfer will be limited to making the employee whole for the period beginning three weeks following the improper transfer and continuing for four months. If an alleged improper transfer is grieved under Article XIII of the GE-IUE National Agreement within six (6) months following such transfer and final settlement is in favor of the Local, the Company's financial liability will begin three weeks following the transfer or

employee in conformance with his physical condition, as determined by the Company Medical Center, which is either an open classification or to which an employee with less seniority is assigned.

G. Layoff Unit

A classification under a Unit Manager. Layoff units are subject to revision by mutual agreement between the Company and the Local and will be attached hereto as addenda.

H. Prevailing Schedule

The regular workweek as defined in Article V of the GE-IUE National Agreement.

I. Present or any previously held classification on jobs of R14 or IR 14 and below will be:

1. Inspector
2. Machine Operator
3. Processor
4. Servicer
5. Servicer Clerical
6. Servicer Transportation

J. Seniority

1. Total length of continuous service adjusted to include time lost due to strikes in accordance with Article XIV of the National Agreement.

2. For employees with service credits of more than six months but less than one year, seniority will be service credits adjusted to include time lost due to strikes in accordance with Article XIV of the National Agreement.

V. Modification and Termination

A. This Supplemental Agreement will remain in full force and effect as long as Local No. 201, IUE(AFL-CIO), remains the certified bargaining agent for employees covered by this Agreement or until either party gives thirty days written notice to the other party of its intention to terminate or modify this Agreement. Within ten days following written notice, the parties will begin negotiations to either modify this Agreement or negotiate a new Agreement. If the written notice is to modify, the terms of this Agreement will continue to be applied until a new Agreement is signed or until one party gives thirty days written notice to the other of its intention to terminate the Agreement.

This Supplement Agreement shall become effective on May 9, 1977.

Local No. 201, IUE(AFL-CIO) General Electric Company

Peter L. Teel

F. C. Moorehouse

Charles M. Mullen

R. J. Leslie