STATE OF CALIFORNIA GRAY DAVIS, *GOVERNOR*

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
455 Golden Gate Avenue, 8th Floor
San Francisco, CA 94102

ADDRESS REPLY TO:
P.O. Box 420603
San Francisco CA 94142-0603

TRAVEL AND SUBSISTENCE PROVISIONS

FOR

STATOR REWINDER

FOR

ALL LOCALITIES WITHIN THE STATE OF CALIFORNIA

738-1412-7

1988-1991

National Agreement

between

General Electric Company

and

United Electrical, Radio and Machine Workers of America (UE)

UE-88

Printed in U.S.A.

manner and within the time limits provided in Article XVII.

In the event the Union should exercise its right to strike in accordance with the provisions set forth herein, the Company will receive written or telegraphic notice from the Local of such strike not less than twenty-four (24) hours prior to the commencement of such strike, and the notice will specify the exhausted grievance over which the strike is being called. Upon receipt by the Company of such strike notice, the Company and the Union will meet immediately to discuss the dispute and the contemplated action so that management may assess the situation. Notwithstanding the foregoing the Local shall not have a right to strike if twelve (12) months shall have elapsed after the receipt by the Union of the Company's final answer on a cited grievance at Step 3 of the Grievance Procedure.

(b) In connection with any request for modification or additions to this Agreement, or in connection with general economic issues including a request for general revision of wages, except in accordance with the provisions of Article XXXII.

■ 2. The Company will not lock out any employee or transfer any job under dispute from the local Works nor will the local management take similar action while a disputed job is under discussion at any of the steps of the grievance procedure set forth in Article XVI, or if the parties agree to arbitrate the matter.

ARTICLE XIX

Financial Support

The Company shall not give financial aid to or otherwise support any labor organization. This, however, shall not prevent both parties to this contract from cooperating and exchanging such information essential for the furtherance of agreeable relations.

ARTICLE XX

Posting

The Company will make bulletin boards available for the use of the Locals for the posting of notices. All notices shall be subject to the Manager's approval and he will also arrange for posting.

ARTICLE XXI

Traveling Time and Expenses

■ 1. Hourly rated and salaried employees on non-exempt jobs traveling at the request of the Company will receive:

(a) Payment, at the rates applicable had they worked, for the time spent in such travel, except that employees who travel consecutively more than one

full working day, with sleeping car accommodations shall be paid for not more than eight hours. No time will be allowed for night traveling when an employee has sleeping car accommodations.

(b) Where travel is by automobile not owned by the Company, such transportation expense shall be at the rate of **twenty two and one-half (22.5)** cents per mile or as negotiated locally.

■ 2. The employees will be allowed reasonable expenses for transportation, meals and hotels. These expenses shall be itemized, and submitted to Management for approval.

ARTICLE XXII

Notification and Publicity

■ 1. The Company agrees to inform the Local and the National Officers of any matter not covered by this Agreement affecting employees generally, concerning which the Union or the Local is the certified collective bargaining representative, as soon as the Foremen are notified.

■ 2. On matters which are being negotiated between the Company and the Union or the Local, the Company will first give its position to the Union or the respective Local.

ARTICLE XXIII

Job and Income Security

■ 1. *Definitions*

(a) The terms "plant closing" and "to close a plant" mean the announcement and carrying out of a plan to terminate and discontinue either all Company operations at any plant, service shop or other facility or those Company operations which would result in the termination of all employees represented by the Union at that location when those employees do not have displacement rights.

Such terms do not refer to the termination and discontinuance of only part of the Company's operations at any plant, service shop or other facility (except as specifically provided in the paragraph above) nor to the termination or discontinuance of all of its former operations coupled with the announced intention to commence there either larger or smaller other operations. Any employees released by such latter changes will be considered as out for lack of work and will be subject to provisions applicable to those on layoff.

Also, such terms do not refer to the transfer or sale of such operations to a successor employer who offers continued employment to Company employees. Company employees who are not offered continued employment by the Company or by the successor employer will be considered as out for lack of work and will be subject to provisions applicable to those on layoff.