

### Orion Assembly Local Bargaining Letter

Per the Battery Electric Vehicle (BEV) / Battery Electric Truck (BET) Investment Letter, the Local Parties agreed to work jointly together in order to settle the 2019 Orion Assembly local agreement to further support and justify the significant investment (approximately \$4B) allocated to GM Orion Assembly to assemble future BEV/BET vehicles.

The Local Parties have held extensive discussions regarding the bargaining strategy and objectives related to the 2019 local agreement. As such, the following understandings have been reached between the parties.

- The parties agree to adopt all current language in the 2015 UAW Local 5960/GM Orion Assembly local agreement and agree to continue operating under the 2015/2019 Orion Assembly local agreement until the last unit of the Bolt EV/EUV/AV is produced at Orion Assembly (not limited to that order) unless mutually agreed upon.
- The local parties agree that all 2019 demands are resolved.
- The local parties agree to move forward with 2023 bargaining discussions.
- All grievances as of August 19, 2019 have been resolved between the Local Parties.
- On a one-time, non-precedent setting basis, effective on September 21, 2023 the last progressive discipline step on all active employees' records, excluding any employee at Step 6 – discharge and any employee currently on a Last Chance Agreement, will be taken back to the prior progressive discipline step for the purpose of progression. There is no entitlement to back pay as a result of this record adjustment. Any grievances associated with discipline on record as of August 19, 2019 will be considered resolved. Following the adjustment, any future discipline issued will progress from the revised Step on the employee's disciplinary record.
- GM Orion Assembly agrees to abide by and retain local demand G-39 of the 2015 UAW Local 5960/Orion Assembly local agreement
  - The joint parties agree to settle grievance A09899 by paying the relevant team members for all violations for the time period of May 25, 2023 to September 11, 2023.
  - The joint parties agree to settle grievance A06514 by paying the relevant team members for all violations for the time periods of November 16, 2016 to December 31, 2018 and January 1, 2022 to September 11, 2023.
- The parties agree to retain the MOU on Relief Period. It is further agreed that if issues or conflicts with this MOU arise, those circumstances can be escalated to management and/or labor relations for further guidance and resolution.
- GM Orion Assembly agrees to resolve 2019 Local Demands G-89, G-90, G-91, G-92, G-93 and G-95 on the basis that management commits to renovate and transform the current employee fitness center for all employees.
- In recognition of the UAW/GM Local 5960 Bargaining Unit's efforts and dedication to bringing GM's vision of an all-electric future to fruition, GM Orion Assembly agrees to recognize and provide a one-time, non-precedent setting recognition and appreciation celebration for all active UAW/GM Local 5960 employees on roll within 90 days of the signing of this agreement. The celebration will include lunch and a jawbones style headset for each attendee and will take place prior to the end of the Bolt production.

**Effective 9/21/2023**