

5. Any person who agrees to accept the assignment must fulfill the commitment unless released from the assignment.
6. Long term assignments are defined as those lasting 18-months or longer. These assignments will be re-evaluated by the TAG committee at 18 months and extended in 6-month increments as required.

Qualifications

The qualifications in order to be considered for an Automotive Technology Subject Matter Expert assignment shall include:

- Documented training and experience in a specific Automotive Technology, process, procedure or technique as required for the assignment (I.e. Engine, Hydraulics, Transmission, Computer, etc.).
- No active discipline
- Physically able to perform all duties of the assignment.
- Other criteria as jointly agreed upon by Management and the Union may be added.

Typical Duties – As part of a formal instructional plan or process

- Work with Fleet Management on the development of formal MT training programs
- Update manuals and communicate changes to MT employees through formal and demonstrative instructional methods.
- Promote teamwork
- Schedule training sessions
- Communicate with Management and peers
- Additional duties as jointly agreed upon by Management and the Union may be added.

Performance Review

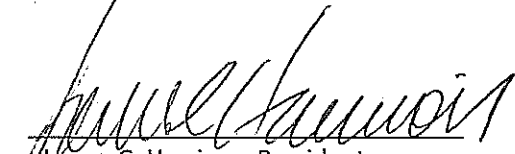
If Management does not believe an employee is adequately performing their assigned Automotive Technology Subject Matter Expert assignment, they will discuss the matter with the Union prior to making the decision to remove the employee from the assignment.

Duration of the Memorandum


This agreement may be revised at any time by mutual consent of the parties. This memorandum will remain in effect for one year, and after that, may be dissolved by either party at any time with 14 days prior written notice to the other party.


FOR THE UNION:

FOR THE COMPANY:


 James C. Harrison, President
 Local 223, UWUA, AFL-CIO


 Diane M. Antishin, Director
 Human Relations
 DTE Energy Company


 Mike Watkins, Chairperson
 Motor Transportation BU
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 William E. Pettit, Fleet Director
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