



JENNIFER M. GRANHOLM
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF ENERGY, LABOR & ECONOMIC GROWTH
LANSING

STANLEY "SKIP" PRUSS
DIRECTOR

AGREEMENT TO ESTABLISH A LABOR-MANAGEMENT JOINT ADJUSTMENT COMMITTEE

In response to the announced plant closure at _____ at _____,
_____, Michigan _____, _____ agrees to establish a
labor-management Joint Adjustment Committee (JAC) to provide outplacement
assistance for the workers.

The company agrees that they have a mutual interest in the future success of all
workers and will carry out this agreement in a cooperative manner. The company
agrees to support the activities of the committee and to provide assistance to the
committee as needed.

This agreement shall terminate when the parties agree that the committee has met its'
goals or it is mutually agreed that planned services are not being utilized by employees.
The agreement is otherwise terminated by either party upon seven (7) days written
notice to the other party.

The basic terms of the agreement are:

- 1) The JAC will have six representatives (two alternates are also recommended)
comprised equally of salary and hourly employees.
- 2) The company agrees to pay for the costs of hourly and salaried individuals
employed by _____ attending JAC meetings through
_____, _____, (or final date of employment), whichever comes first.
(Agreement can be extended beyond _____, _____, based on
continued interest and availability of funds.)
- 3) The company agrees to pay the costs of printing newsletters, postage, supplies, and
phones for committee activities and to provide a meeting space up to closing date.
- 4) The JAC will select an outside neutral chairperson to assist them in developing and
implementing a comprehensive adjustment strategy to assist the employees of
_____ who will be dislocated by the layoff.
- 5) The Michigan Department of Energy, Labor and Economic Growth (MDELEG) will
contribute funding from Workforce Investment Act (WIA) Rapid Response funds to
provide for identified initial costs of the JAC operation. The initial period will be for a

DELEG is an equal opportunity employer/program.

Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities.

____ month period from _____, _____, through _____, _____.
Specifically, the MDELEG will provide funding for the neutral chair expenses. The total amount funded is \$_____.

- 6) The Workforce Consultant from the MDELEG will serve as an ad hoc advisor to the JAC and will provide initial training and ongoing consultation to the JAC.
- 7) The _____ Michigan Works! will serve as the fiduciary for the contract to cover the funding provided by the MDLEG to support the activities of the _____ JAC. In addition, the _____ Michigan Works! will serve as an ad hoc advisor and resource agency to the JAC.

SIGNED:

Company Representative Date

Union Representative Date

Michigan Works! Agency Representative Date

MDELEG Workforce Consultant Date