



UAW General Motors

CONTRACT SUMMARY: SALARIED WORKERS

OCTOBER 2015



HIGHLIGHTS

- **At Will – General Motors acknowledges bargaining unit employees are not At Will.**
- **Training Bonus – \$8,000**
- **Retirement Support and Planning – Salaried represented employees will now have timely and accurate information pertaining to benefits, retirement and savings plan matters.**
- **Pay raise for supplemental on call nurses \$4.66 per hour increase.**
- **Salaried Tuition Assistance Plan – represented salaried employees have the ability to appeal salaried tuition assistance determinations.**
- **Uniform Allowance Retained – The union fought hard to retain our current uniform allowance despite management's efforts to cut the allowance by 50%.**
- **Compensation Reviews – Long hours of discussion over pay inequities resulted in the corporation agreeing to review cases where our members may not be adequately compensated.**
- **Probationary Periods are no longer in effect. Therefore, newly hired bargaining unit employees shall have representation on the first day of hire.**



Your UAW GM National Negotiating Committee opened bargaining July 13 at the UAW-GM Center for Human Resources.

A Message to UAW Salaried Members at GM

Your UAW-GM elected salaried bargaining committee entered this set of negotiations determined to find win-win solutions to our members' concerns. In negotiations, you don't accept what the company feels you deserve – you get what you negotiate. Your bargaining committee fought off many management initiatives that would have impacted our members negatively. We were successful in overcoming many obstacles presented by General Motors.

The bargaining committee went into negotiations knowing what you wanted and what you could not live without. The company attempted to make us take concessions in a variety of ways. It is important to note that had we not stood up to management's initiatives, both represented and non-represented employees would have experienced reductions in compensation and other contractual rights. Our union agreement protects us all in many ways.

Union workers must have a voice in their own destiny and the right to participate in making decisions that affect their lives. The collective bargaining process affords its members rights and protections that the company is obligated to satisfy under this Salaried Master Agreement.

For the first time, General Motors recognized the union's objection to the term "At-Will Employees" when referring to salaried represented employees. Therefore, the term "At Will" shall not be used in referencing Salaried bargaining unit employees. Management must accept the salaried union organization and collective bargaining as an integral and constructive force within General Motors.

Thanks to the rock solid, unyielding support we received from the leadership of the International Union, your hourly brothers and sisters, and most important you, the organized salaried members, we were able to endure the company's efforts to force reductions on all of us. We now proudly present you with a proposed contract worthy of your consideration and recommend ratification.

In solidarity,

Dennis Williams, President
International Union, UAW

Cindy Estrada, Vice President and Director
UAW GM Department

Salaried bargaining committee wins significant gains in the rights and protections afforded by the Salaried master agreement, including an \$8,000 training bonus and compensation reviews over pay inequities; supplemental nurses receive a \$4.66 increase in hourly rate



UAW GM Salaried National Negotiating Committee co-chairs Lynette Daniels and Denis Agosta discuss proposed contract language.

At Will

General Motors formally acknowledges that bargaining unit employees are not At Will. This has been an ongoing battle for salaried represented employees at General Motors for decades at both local and national negotiating tables. With this acknowledgement, General Motors mutually agrees that our members are subject to the rights and protections afforded by the Salaried master agreement.

Salaried Tuition Assistance Plan

Represented salaried employees can now appeal salaried tuition assistance determinations made by their respective leadership.

\$8,000 Training Bonus

Negotiators won an \$8,000 training bonus from the company that will be paid, following ratification of the

Salaried master agreement, to all full-time Salaried, UAW-represented workers. This represents a quadrupling of the bonus paid in 2011.

Training Bonus for Supplemental Nurses

The negotiating committee won language that continues to award supplemental on-call employees (nurses) a \$100 or \$200 training bonus. The bonus will be pro-rated depending on hours worked in 2015.

Retirement Support and Planning

Salaried represented employees will now have timely and accurate information pertaining to benefits, retirement and savings plan matters. This includes a live conversation with a retirement benefits coordinator and a process flow diagram outlining the basic steps for employees to take to

initiate such requests. In addition, the union was advised of the planned launch of the Global Business Services (GBS) People Services-Shared Services Center (SSC), a single point of contact for employees, managers and HR Business Partners (HRBPs) for general benefits inquiries.

Pay raise for supplemental on-call nurses

Supplemental on-call nurses will receive a \$4.66 per hour pay increase.

Uniform Allowance Retained

The union fought hard and successfully retained our current uniform allowance, despite management's efforts to carve out 50% of the allowance and limit the purchase of uniforms through an online vendor.

Compensation Reviews

Long hours of discussion over pay inequities resulted in gains for UAW members in salaried units. The corporation agreed to review cases where our members may not be adequately compensated.

Probationary Periods No Longer in Effect for New Salaried Employees

By capturing this change in our contract, we eliminated further probationary status for new hire, salaried represented, full-time employees. Therefore, newly hired bargaining unit employees shall have representation on the first day of hire.

Legal Services

Due to negotiation with the company, management advised the union that employees who participate in optional life insurance through MetLife GVUL may utilize a benefit for legal services for wills, trusts and funeral planning.

Non-Discrimination

Paragraph (25) of the Non-Discrimination clause is now updated to include gender identity/expression.

Doc. 5: Job Security, Sourcing and Subcontracting

Protections in Doc. 5 have been expanded to include language addressing supervisors and managers doing historical bargaining unit work.

Doc. 6: Global Manufacturing System

General Motors and the UAW recognize that the cornerstone of job security and growth for all General Motors employees is to earn customers for life while building the

most valued automotive company, consistent with our purpose and values. Working together, this is accomplished at all levels of the organization and engages all team members to achieve business results and drive continuous improvement through the unified use of GMS.

Doc. 7: Life Steps Health Screenings

In discussion about Life Steps, we re-confirmed that Life Steps provides free vision screening. If you have a chronic illness that could cause deterioration in vision, treatment may be covered under your medical insurance on a case-by-case basis determined by your medical provider.

Doc. 13: Merit and Team GM Performance Pay

In the spirit of cooperation, management will proactively engage bargaining unit representatives in the compensation planning process.

New Hire Orientation

Your bargaining team successfully won new hire orientation programs for UAW represented salaried employees.

Supplemental Nurses Now Able to Apply Internally for Any Posted, Full-Time Nurse Position(s)

Supplemental nurses may apply internally for posted, full-time Nurse positions(s) made available through the GM Opportunity Awareness Program (OAP). If selected for such a position, all periods of active employment as an SOC Employee occurring within the 24-month period immediately preceding date of hire into a Regular Employee position will be included in their GM length of service date.



Members of the UAW GM Salaried National Negotiating Committee meet during contract bargaining.

Redeployment of GMHS Nurses

In the past, relocation site options for full-time nurses affected by a reduction in force were very limited. In these negotiations, we were able to win the requirement that more information be provided about relocation options for displaced nurses.

Medical Employee Training for Audiometric and Spirometry Training

Management agreed to continue to ensure that one (1) full-time nurse per shift, within each bargaining unit, will be certified in audiometric and spirometry testing. In addition, full-time nurses within the bargaining unit

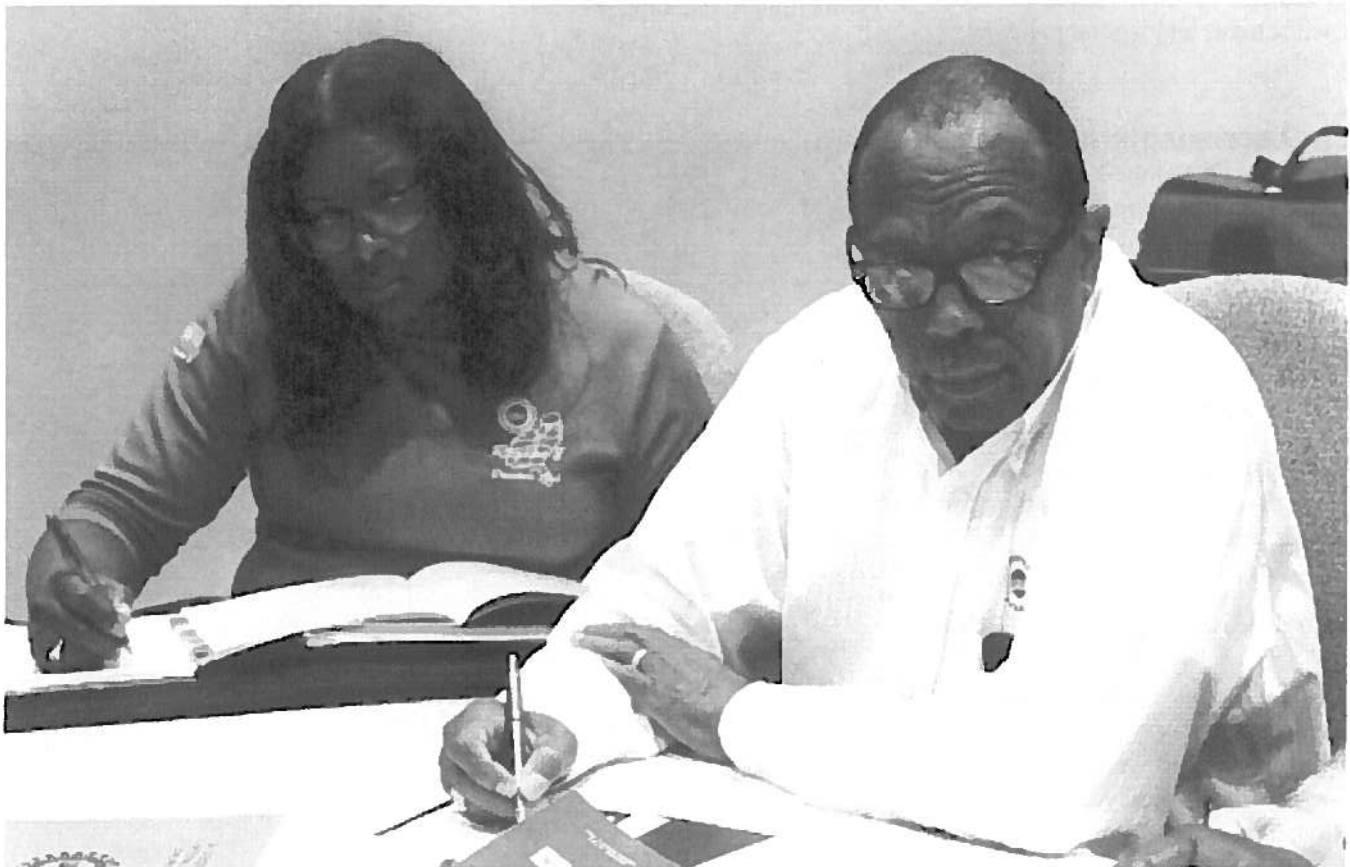
that request audiometric and spirometry training will have the training included in the nurse's individual development plan and completed according to the target completion date agreed to between the nurse and their respective leader.

The Annual American Association of Occupational Health Nurse Conference (AAOHN)

The union fought for, and won, the right that all represented salaried nurses be afforded the opportunity to attend one conference during the life of this agreement.

Continued Education Units (CEU's) for Full-Time Salaried Represented Nurses

Previously, full-time salaried represented nurses were often pushed to use free, online continued education programs that were inadequate. In these discussions, we reaffirmed that you will be allowed to attend proper, accredited seminars to satisfy education credits (CEUs) and contract hours needed to maintain certification.



UAW GM Salaried National Negotiating Committee members discuss proposed contract language.

64 holidays over four years; Easter Monday restored

Your bargaining committee worked hard to maintain and restore key holidays with an understanding of the importance of time spent with family and friends to celebrate holidays. As a result, members will now receive the Monday after Easter Sunday as a holiday. Members will also now observe Veterans Day on the actual day of national observance starting in 2016. When Veterans day falls on a Saturday, the holiday will be observed the Friday before. When it falls on a Sunday, it will be observed the following Monday.

2015-2016

| | |
|---------------|---|
| Nov. 16, 2015 | Veterans Day |
| Nov. 26, 2015 | Thanksgiving |
| Nov. 27, 2015 | Day after Thanksgiving |
| Dec. 24, 2015 | } Christmas Holiday Period |
| Dec. 25, 2015 | |
| Dec. 28, 2015 | |
| Dec. 29, 2015 | |
| Dec. 30, 2015 | |
| Dec. 31, 2015 | |
| Jan. 1, 2016 | |
| Jan. 18, 2016 | Martin Luther King Jr. Day |
| Mar. 25, 2016 | Good Friday |
| Mar. 28, 2016 | Day after Easter |
| May 30, 2016 | Memorial Day |
| July 4, 2016 | Independence Day |
| Sept. 5, 2016 | Labor Day |

2016-2017

| | |
|----------------|---|
| Nov. 8, 2016 | Federal Election Day |
| Nov. 11, 2016 | Veterans Day |
| Nov. 24, 2016 | Thanksgiving |
| Nov. 25, 2016 | Day after Thanksgiving |
| Dec. 26, 2016 | } Christmas Holiday Period |
| Dec. 27, 2016 | |
| Dec. 28, 2016 | |
| Dec. 29, 2016 | |
| Dec. 30, 2016 | |
| Jan. 2, 2017 | |
| Jan. 16, 2017 | Martin Luther King Jr. Day |
| April 14, 2017 | Good Friday |
| April 17, 2017 | Day after Easter |
| May 29, 2017 | Memorial Day |
| July 4, 2017 | Independence Day |
| Sept. 4, 2017 | Labor Day |

2017-2018

| | |
|---------------|---|
| Nov. 10, 2017 | Veterans Day (Observed) |
| Nov. 23, 2017 | Thanksgiving |
| Nov. 24, 2017 | Day after Thanksgiving |
| Dec. 25, 2017 | } Christmas Holiday Period |
| Dec. 26, 2017 | |
| Dec. 27, 2017 | |
| Dec. 28, 2017 | |
| Dec. 29, 2017 | |
| Jan. 1, 2018 | |
| Jan. 15, 2018 | Martin Luther King Jr. Day |
| Mar. 30, 2018 | Good Friday |
| April 2, 2018 | Day after Easter |
| May 28, 2018 | Memorial Day |
| July 4, 2018 | Independence Day |
| Sept. 3, 2018 | Labor Day |

2018-2019

| | |
|----------------|---|
| Nov. 6, 2018 | Federal Election Day |
| Nov. 12, 2018 | Veterans Day (Observed) |
| Nov. 22, 2018 | Thanksgiving |
| Nov. 23, 2018 | Day after Thanksgiving |
| Dec. 24, 2018 | } Christmas Holiday Period |
| Dec. 25, 2018 | |
| Dec. 26, 2018 | |
| Dec. 27, 2018 | |
| Dec. 28, 2018 | |
| Dec. 31, 2018 | |
| Jan. 1, 2019 | |
| Jan. 21, 2019 | Martin Luther King Jr. Day |
| April 19, 2019 | Good Friday |
| April 22, 2019 | Day after Easter |
| May 27, 2019 | Memorial Day |
| July 4, 2019 | Independence Day |
| Sept. 2, 2019 | Labor Day |

Duration and Ratification

These proposed changes in the proposed agreement will not take effect until the tentative agreement is ratified by a majority of our respective membership, and only then on the appropriate dates specified.

The new agreement, if ratified, will run for four years and will expire Sept. 14, 2019.

UAW GM Salaried Report

This report describes highlights of the agreement negotiated by the UAW 2015 National Salaried Negotiating Committee at General Motors. Each article covers contract language which applies to UAW GM salaried workers.

The proposed agreement covers those UAW GM members in Locals 22, 696, 774, 909, 1097, 1811, 1869, 2209 and 2250, registered nurses, registered radiological technologists, senior trim technicians and senior designers.

This is a summary of the tentative agreement. In all cases, the actual contract language will apply.



From left, UAW GM Department clerical support: Jeanne Fraser, Carol Olson and Della Turner, all members of OPEIU494. Not pictured, Shontel Willis.

Notes

UAW 2015 National Salaried Negotiating Committee at General Motors



Lynette Daniels
UAW Local 1811



Denis Agosta
UAW Local 1869



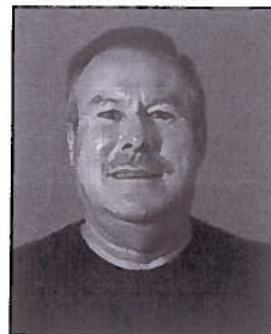
Dennis Williams
UAW President



Cindy Estrada
*Vice President and Director
UAW General Motors Department*



Chuck Browning
*Executive Administrative Assistant
to President Dennis Williams*



Mike Grimes
*Top Administrative Assistant
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