



HIGHLIGHTS

- Bargainers won increases for both Division 1 and Division 2 members. Division 1 members will receive a 5% wage increase immediately upon ratification, a 3% wage increase 12 months after ratification, a 3% wage increase 24 months after ratification and a 4% increase 36 months after ratification.
- Division 2 members secured two lump-sum payments based on 3% of the employee's base rate, multiplied by paid hours, one to be paid as soon as possible after ratification of the agreement and the other 24 months after ratification.
- All workers will receive bonuses ranging from \$2,200 to \$4,500. Members will also receive two Christmas bonuses, one in 2020, the other in 2023.
- Your bargainers secured enhanced vacation entitlements.
- Members will receive an additional paid holiday on the Monday after Easter Sunday.

A Message to UAW Members at Aramark

Dear Brothers and Sisters:

Your bargaining committee appreciates the sacrifice and solidarity of our members as we worked to achieve key gains through the collective bargaining process.

From the outset your brothers and sisters, local leaders and bargaining team members identified key areas of concern to focus on throughout this process: Wage improvements; maintaining company provided health, dental, vision, life insurance and disability benefits; new language on shift preference and an increase in vacation days.

We are pleased to announce that thanks to your solidarity and sacrifice, we have achieved gains toward all of these bargaining priorities.

Collective bargaining and strike actions are never easy. We don't expect it to be easy. And striking is never an easy decision. But you have demonstrated against great odds that "being union" is a powerful voice. Your GM brethren mentioned countless times that your leadership on the picket line inspired them and our nation. That solidarity and a vision for what we bargain for have presented you with clear gains.

We could not be more proud of you as you review the hard work we all have done to achieve these significant gains. This truly is a team effort for us all.

In solidarity,

Gary Jones
President
International Union, UAW

Terry Dittes
Vice President and Director
UAW-General Motors Department

Wages Increased

Bargainers won wage increases for both Division 1 and Division 2 members:

Division 1

- Immediately after ratification, straight-time hourly rates will increase by 5%.

- 12 months after ratification, straight-time hourly rates will increase by 3%.
- 24 months after ratification, straight-time hourly rates will increase by 3%.
- 36 months after ratification, straight-time hourly rates will increase by 4%.

Division 2

- 12 months after ratification, straight-time hourly rates will increase by 3%.
- 36 months after ratification, straight-time hourly rates will increase by 3%.

Lump Sum for Division 2

Bargainers secured lump-sum payments for members in Division 2. Effective as soon as possible following ratification, Division 2 members will receive a one-time, lump-sum payment. The lump-sum payment will be based on 3% of the employee's base rate, multiplied by paid hours, from October 1, 2018, up to September 30, 2019.

Employees must currently be working or on approved time off (i.e. – on vacation, leave, etc.) as of ratification and must have completed their probationary period.

Bargainers also won a one-time, lump-sum payment for Division 2, effective 24 months after ratification. The lump-sum payment will be based on 3% of

the employee's base rate, multiplied by paid hours in the 12-month period before the payment date. Employees must be currently working or on approved time off (i.e. – on vacation, leave, etc.) as of 24 months from ratification and must have completed their probationary period.

Bonuses Secured for All Workers

Lump Sum Bonus (Signing/Retroactive Pay Bonus)

Immediately upon ratification, members will receive lump-sum payments as follows:

Full-time employees – \$4,500
Permanent Part-Time/Part-Time On-Call – \$2,200

Employees must currently be working or on approved time off (i.e. vacation, leaves, etc.) as of ratification and must have completed their probationary period.

Christmas Bonus

Effective the first pay periods in December 2020 and December 2023,

members will receive a lump-sum payment of \$250.

Employees must be currently working or on approved time off (i.e. vacation, leaves, etc.) as of the payment date and must have completed their probationary period.

Attendance Award

Effective starting the quarter following ratification, permanent employees with perfect attendance will receive quarterly awards of \$150, up to four payments per year. Perfect is defined as working all scheduled hours,

excluding vacation or other paid leave entitlement such as bereavement, jury duty, etc., with required documentation. Payments will be made by the second pay period following the quarterly qualification month.

Perfect attendance is qualified quarterly:

- Quarter 1 – January 1 and March 31
- Quarter 2 – April 1 and June 30
- Quarter 3 – July 1 and September 30
- Quarter 4 – October 1 and Dec, 31

Health Care Maintained

Your negotiators held the line on cuts to health care with an agreement from the company to keep cost increases to a maximum of 5% per year.

More Vacation Time

Effective 2021, members will gain three days of vacation time. The new vacation allowances are as follows:

Length of Service	New Full-time Vacation Hours	New Permanent Part-time Vacation Hours
90 days but less than one year	40 hrs.	32 hrs.
One but less than three years	64 hrs.	44 hrs.
Three but less than five years	104 hrs.	64 hrs.
Five but less than ten years	124 hrs.	74 hrs.
Ten but less than fifteen years	144 hrs.	84 hrs.
Fifteen or more	184 hrs.	104 hrs.

Paid Holidays Increased

Your bargainers secured an additional holiday for members. Paid holidays will now include the Monday after Easter Sunday, effective 2020.

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 members, and only then on the appropriate dates specified. The new agreement, if ratified, will expire March 15, 2024.

Dues: A Constitutional Matter

Dues are determined by UAW Constitution action and are not a subject of negotiations. Dues are based on the principle that they reflect each worker's cash income, normally 2.5 hours of straight time pay per month. Lump-sum cash payments are subject to dues because they also represent cash income, and are assessed at the rate of 1.44%, which is equivalent to 2.5 hours of straight time pay per month.

UAW Aramark Report

This report describes highlights of the agreement negotiated by the UAW 2019 National Negotiating Committee at Aramark. This is a summary of the tentative agreement. In all cases, the actual contract language will apply.



We are One