



# Significant Economic Improvements

All seniority employees hired prior to the effective date of the 2019 contract eligible for the top rate of \$32.32 by the end of the agreement.

All manufacturing employees, not yet at the top rate, will be paid in accordance with the wage schedule below and their weeks worked. This table applies to current seniority manufacturing employees and temporary employees who will be converted in 2020.

Example for employees in Grow-in

Years of service at effective date	Current rate	Next increase (52 wks from last raise)	9/14/2020 3% GWI	+52 ww	+52 ww	9/19/2022 3% GWI	+52 ww	9/4/2023
less than 1	\$17.00	\$18.00	\$18.54	\$20.09	\$23.69	\$24.40	\$25.46	\$32.32
1<2	\$18.00	\$19.50	\$20.09	\$23.69	\$24.72	\$25.46	\$26.52	\$32.32
2<3	\$19.50	\$23.00	\$23.69	\$24.72	\$25.75	\$26.52	\$27.58	\$32.32
3<4	\$21.00	\$24.00	\$24.72	\$25.75	\$26.78	\$27.58	\$29.71	\$32.32
4<5	\$22.50	\$25.00	\$25.75	\$26.78	\$28.84	\$29.71	\$32.32	\$32.32
5<6	\$24.00	\$26.00	\$26.78	\$28.84	\$31.37	\$32.32	\$32.32	\$32.32
6<7	\$26.00	\$28.00	\$28.84	\$31.37	\$31.37	\$32.32	\$32.32	\$32.32
7<8	\$28.00	\$30.46	\$31.37	\$31.37	\$31.37	\$32.32	\$32.32	\$32.32
8<9	\$29.94	---	\$31.37	\$31.37	\$31.37	\$32.32	\$32.32	\$32.32

## Record Ratification Bonus

Your bargaining team negotiated a ratification bonus of \$11,000 for eligible UAW members. The lump-sum payment will be made in the second pay period following the company's receipt of written notification the agreement is ratified by the membership.

Eligible members are those whose status with the company on the effective date of this agreement is one of the following:

- Active with seniority;
- On temporary layoff;

- On pre-retirement leave;
- On FMLA leave (Doc. 125);
- On one of the following leaves of absence, which has not exceeded 90 days as of the effective date of the agreement:
  - o Informal (Paragraph 103);
  - o Formal (Paragraph 104);
  - o Sickness and Accident (Paragraphs 106/108);
  - o Military (Paragraphs 112 or 218a);
  - o Educational (Paragraph 113)

- Members otherwise eligible with retirements processed for an effective date of Nov. 1, 2019.

The union also won a ratification bonus of \$4,500 for UAW-represented active temporary employees who have worked at least 90 days prior to the effective date of the agreement. This lump-sum payment will be made in the second pay period following the company's receipt of written notification the agreement is ratified by the membership.

## Profit-Sharing Cap Removed

Negotiators succeeded in removing the \$12,000 cap on profit sharing payouts. Now all profits the company earns in North America will generate payments to members, based on the current \$1,000 per \$1 billion formula, with no limits.

# Significant Economic Improvements

## Performance Bonuses

### Performance Bonuses Maintained

The company tried to offset the profit-sharing gain for UAW members by eliminating the quality and performance bonuses, but bargainers succeeded in maintaining both bonuses and added a new performance bonus as well.

#### Annual Performance Bonus Lump Sum

Eligibility Date	Amount	Payable During Week Ending
May 15, 2020	\$1,000	June 14, 2020
May 15, 2021	\$1,000	June 13, 2021
May 15, 2022	\$1,000	June 12, 2022
May 15, 2023	\$1,000	June 11, 2023

Additionally, a Performance Bonus payment will be made to each member who was also eligible for a base wage rate increase pursuant to Paragraphs (98)(a) and (98)(b) in accordance with the table below.

#### Performance Bonus Payment

Eligibility Date	Amount	Payable During Week Ending
Oct. 7, 2019	4% of qualified earnings	Nov. 3, 2019
Sept. 20, 2021	4% of qualified earnings	Oct. 17, 2021

In-Progression employees hired on or after Nov. 16, 2015 will become eligible for this Performance Bonus payment after reaching the maximum of their respective wage table. However, employees who received a base wage increase in September 2019 will not be eligible for the payment in 2019.

An employee will become eligible for a Performance Bonus payment provided they have seniority as of the designated eligibility date set forth above.

The Performance Bonus will be based on qualified earnings during the 52 consecutive pay periods immediately preceding the pay period in which the designated eligibility date falls. Qualified earnings are defined as income received by an eligible employee of GM during each Performance Bonus eligibility year resulting from the following:

- Hourly base wages\*
  - Shift premium\*
  - Vacation entitlement
  - Holiday pay
  - Seven-day operator premium
  - Bereavement pay
  - Jury duty pay
  - Call-in pay
  - Short-term military duty pay
- \*Including overtime, Saturday, Sunday and holiday premium payments.

### Quality Performance Bonus Maintained

Your bargaining team also won continuation of the annual Quality Performance Bonus for seniority members who meet the eligibility criteria for the ratification bonus. Payments will be made in accordance with the table below.

Eligibility Date	Amount	Payable During Week Ending
Nov. 15, 2019	\$500	Dec. 15, 2019
Nov. 15, 2020	\$500	Dec. 13, 2020
Nov. 15, 2021	\$500	Dec. 12, 2021
Nov. 15, 2022	\$500	Dec. 11, 2022

# GMCH Wage Rate and Gains

Improvements to max earnings for all employees. GMCH employees hired prior to November 16, 2015 will continue to be eligible for the 3% general wage increases after attaining the top rate of \$22.50. They will also be eligible for the 4% Performance Bonus Payment, except that employees who progressed to the maximum rate on August 26, 2019 will not be eligible for the 2019 Performance Bonus Payment.

Max wages for GMCH employees hired after November 16, 2015 have been raised from \$19.86 after 48 months to \$22.50 after 96 months. Employees who reach the max rate of \$22.50 will become eligible for the 4% Performance Bonus Payment.

## Employees hired prior to November 16, 2015

<b>Years of Seniority</b>	<b>Base Wage Rate</b>
Less than 1	\$16.25
1<2	\$17.16
2<3	\$18.06
3<4	\$18.96
4<5	\$19.86
5<6	\$20.46
6<7	\$21.07
7<8	\$21.70
>8	\$22.50

## Employees hired after November 16, 2015

<b>Length of service</b>	<b>Base Wage Rate</b>
Start	\$16.25
After 12 months	\$17.16
After 24 months	\$18.06
After 36 months	\$18.96
After 48 months	\$19.86
After 60 months	\$20.46
After 72 months	\$21.07
After 84 months	\$21.70
After 96 months	\$22.50

# CCA Wage Rate and Gains

The max earnings for CCA employees hired prior to November 16, 2015 will be increased with the 3% general wage increases on 9/14/2020 and 9/19/2022. In addition, all CCA employees will be eligible for the Performance Bonus Payment in the year after they reach the max rate of their wage scale.

Wages for Employees hired prior to  
November 16, 2015

Weeks Worked	Base Wage Rate
At hire	\$17.00
+52	\$18.00
+52	\$19.50
+52	\$21.00
+52	\$22.50
+52	\$24.00
+52	\$26.00
+52	\$28.00
+52	CCA Max*

**\* Maximum Rates**

Effective Date of the 2019 contract	\$29.76
Effective 9/14/2020	\$30.65
Effective 9/20/2021	\$30.65
Effective 9/19/2022	\$31.57

Employees hired on or after November  
16, 2015

Weeks Worked	Base Wage Rate
Start	\$17.00
+52	\$18.00
+52	\$19.00
+52	\$20.00
+52	\$21.00
+52	\$22.00
+52	\$23.00
+52	\$24.00
+52	\$25.00

# Job Security

## MANUFACTURING 4.0

### Securing Our Jobs as Technology Advances

Your bargaining committee raised many concerns regarding the company's plans to increase its electric and autonomous vehicle lineup and expand the use of advanced processes. They outlined how advanced manufacturing had already impacted the membership. As a result, the union won a commitment from the company to not only reaffirm that the introduction of new technology will not move work out of the bargaining unit, but also ensure UAW members will be able to retain the higher-skilled work associated with new technology.

The parties agreed to establish a National Committee on Advanced Technology, made up of an equal number of union and management representatives. The committee will meet at least quarterly to discuss the impact of future technologies on UAW members and address instances where bargaining unit work has shifted out of the unit due to new manufacturing processes. The Plant New Technology Committee will be given access to information and participate in discussions with the national committee to work through issues at impacted locations.

As part of its functions, the national committee will:

- Tour GM's technical centers to gain long term insight into the company's Manufacturing 4.0, electric vehicle and autonomous vehicle strategies;
- Review upcoming electric and autonomous vehicles;
- Review company plans for new technology implementation at UAW GM facilities;
- Review upcoming launches at UAW GM facilities to ensure UAW members are properly trained before launches start.

Finally, the union felt the Statement on Technological Progress had not always prevented the introduction of new technology from shifting represented work to non-represented employees. To remedy this situation, the national committee will review numerous work functions to ensure that any current or future work that

belongs in the unit is done by represented workers. Work functions that will be reviewed include: Integrated control work; HMI programming; additive manufacturing; IT hardware and software installation and maintenance; data center support; data analytics; augmented and immersive reality design; virtual builds; visions system; drone programming and piloting; autonomous vehicle manufacturing and support; certain industrial engineering work, and software loading and validation.

This language ensures the union will be able to secure our jobs in a time of rapid technological advancement.

### Outsourcing Moratorium Extended and Strengthened

Your negotiating team fought hard to extend and strengthen a moratorium on outsourcing for current, next generation and new vehicle programs through the life of the 2019 Agreement.

### Appendix K

Appendix K language was enhanced to ensure the local parties will be engaged in activities around identifying opportunities to retain work and add new work to UAW-represented GM locations, including the details outlined in Appendix K of the 2019 National Agreement.

### New Special Attrition Program

Your bargaining committee was successful in negotiating a new Special Attrition Program (SAP) for hourly employees.

Up to 2,000 production members hired on or before October 15, 2007, currently holding other-than-skilled classifications, and up to 60 skilled trades members will be given the opportunity to elect to retire under Normal or Early Retirement provisions of the Pension Plan, (i.e., 30 years of credited service; 85 points of combined age and credited service; or 60 years of age and ten years' credited service) and receive a cash payment of \$60,000 (less all applicable taxes).

Members who retired or are scheduled to retire between Oct. 1, 2019 and Dec. 31, 2019 are eligible for the SAP, provided they apply and meet the criteria described above.

Once approved to participate, retirements under the SAP shall occur between Dec. 31, 2019 and Feb. 28, 2020.

## Cost-Shifting Rejected: No Changes to Health Care Plan

### Health Care

Negotiators stood firm in the face of company attempts to shift significant health care costs onto UAW members. The company proposed a 15% cost share in the form of premium share and increased deductibles. Management also proposed a prescription drug scheme that

would allow CVS Caremark to change covered medications as often as four times a year and exclude altogether certain drugs currently covered by our plan. Your bargaining team was unwavering in rejecting these deeply concessionary proposals and prevailed in maintaining the current health care plan as is – with no additional costs to members.

## Member Assistance Package: Lordstown, Warren and Baltimore

A big focus of the 2019 contract negotiations was GM's abrupt announcement last November that there would be no future product for Detroit Hamtramck, Baltimore Transmission, Lordstown, and Warren Transmission. It is with sadness that, with this agreement, three of those four facilities will close. But we are pleased that Detroit Hamtramck will remain open with new product. In addition to the plants above, CCA Fontana has also been identified as closing during the term of this agreement.

We remain strongly opposed to GM's decision to "unallocate" these plants and we will continue our efforts to fight for UAW jobs in America. Your Bargaining Committee fought for and won the following assistance package for our members at the plants described below, who suffered through a painful transition:

Baltimore Transmission, Lordstown Assembly and Warren Transmission employees who were active on November 26, 2018 and are working at another GM facility, or who are on "L34" status because they declined a placement offer, may choose from the following options:

1. **Retirement Incentive Payment** – Retirement-eligible employees will be offered a payment of \$75,000

(production) or \$85,000 (skilled) if they exercise their right to retire

2. **Grow-In to Retirement**

o Employees with 28 but less than 29 years of service on September 14, 2019 will be eligible for payments of \$3000/month if they agree to retire at 30 years of service

o Employees with 29 but less than 30 years of service on September 14, 2019 will be eligible for payments of \$3250/month if they agree to retire at 30 years of service

o Employees growing-in to retirement will be placed on leave while receiving these payments, and will continue to receive health care benefits until commencing retirement at 30 years of service

3. **Buy-Out** – Employees who are not eligible for options (1) or (2), who agree to terminate their employment and benefits (other than vested pension benefits), will be offered:

o Employees with 0-5 years of service: \$7,500

o Employees with 5-10 years of service: \$22,500

o Employees with 10-20 years of service: \$67,500

o Employees with 20-27 years of service: \$75,000

4. **Additional L34 Options** – Employees on L34 status not electing

options (1), (2) or (3) will also be eligible for one of the following:

o One-time placement opportunity

o Mutually Satisfactory Retirement pension benefit at age 50 with 10 years of service (employees may "grow in" to MSR-eligibility while on L34 status)

5. **Training Assistance** – Employees electing options (2), (3) or (4) will be eligible for tuition assistance of up to:

o 1-3 years of service: \$6,400

o 3-4 years of service: \$7,400

o 4+ years of service: \$8,400

**Relocated Employees** – Employees electing options (1), (2) or (3) who accepted transfer offers will not be required to repay any relocation allowances they received.

### Doc. 13 Plant Closing Moratorium Renewed

Your bargaining team successfully fought to renew the Plant Closing and Sale Moratorium. This protection is vital to our job security. This language was invaluable as we bargained for members at Lordstown, Baltimore and Warren.

# Major Gains for Temporary Workers

## New Path to Secure Jobs

Converting temporary employees to permanent status was a top priority for your national negotiators. Their determination resulted in significant progress for our temporary brothers and sisters, giving them a shortened path to permanent status and the good wages and benefits that brings.

- Beginning Jan. 6, 2020, all full-time temporary members with three or more years of continuous service as a full-time temporary employee will begin converting to permanent status. This conversion will continue throughout the 2020 calendar year.
- Beginning Jan. 1, 2021 and thereafter, all full-time temporary members with two or more years of continuous service will begin converting to permanent status.
- Also beginning Jan. 1, 2021, all part-time temporary employees will

convert to regular status employees upon completion of two years of continuous service provided the last 12 months were as a full-time temp. Part-time temporaries will be considered for full-time temporary opportunities based on longest continuous length of service.

- Temporary members may be laid off for up to 30 days and maintain continuous service, including if they return to work in another plant within the Area Hire.
- Time worked as a temporary will be credited for wage conversion purposes.

## Paid Time Off

The union succeeded in bargaining 40 hours of paid time off and 24 hours of unpaid time off a year for temporary members who work more than 12 continuous months but fewer than 36 continuous months. Those who work at least 120 continuous days but don't exceed 12 continuous months will be eligible for 16 hours of paid time off and 24 hours of

unpaid time off each year.

## Union Oversight on Use of Temporary Workers

Bargainers also sought to place new restrictions on the company's use of temporaries going forward. The resulting agreement gives the union full approval authority and the ability to monitor the number of temporary employees working in the plants. Furthermore, the company now must have approval of the union to supplement the workforce for straight time, overtime or weekend work in any plant covered by the UAW GM National Agreement.

The company may use part-time temporary employees only with UAW approval.

## 2020 Transition of Temporary Employees to the new Grow-in Wage Schedule:

Temporary Employees will transition to the new Grow-in Wage Schedule in the following manner:

Temporary Wage Rate at time of Conversion	\$17.53 - \$19.28	\$21.00	\$22.00
New Rate Effective with Conversion	\$21.00	\$22.50	\$24.00

Subsequent increases follow the Grow-in Wage Schedule

# Life Insurance Improved for Members and Dependents

## GROUP INSURANCE

UAW bargainers negotiated several improvements in Optional Life and Dependent Life Insurance plans to provide a greater degree of financial security for our families when they need it most.

Members who are not currently participating can enroll in the Optional Life Insurance Plan at the Schedule I level without evidence of good health. Those already enrolled in Optional Life can increase their coverage by one level without proof of insurability. Additionally, the maximum coverage level for Optional Life was increased to \$450,000.

An open enrollment period for Dependent Life Insurance will take place with benefit maximums increased to \$150,000 for a spouse and \$50,000 for a child.

# Skilled Trades and Apprenticeship

## SKILLED TRADES

### Returning Skilled Members to Their Tools

Your bargaining team insisted the company return all skilled trades members to their tools. As a result of those efforts an application period will be established within 120 days after ratification of the agreement to allow skilled members working production to

indicate their desired trade and location.

Journeypersons working production, including those with a UAW GM date of entry and those working production due to a flowback agreement, will be eligible for skilled trades openings and retraining in core classifications. Skilled trades credentials will be recognized with no need for additional testing. Members will be given two retraining offers – one

in-plant and one area hire. Extended-area offers will be made upon a member's request. Members can decline an extended-area placement without losing eligibility for an in-plant or area-hire offer.

The order in which skilled trades placements will be offered to journeypersons working production will be as follows:

General Motors Skilled Trades Contractual DOE Skilled Working Production Member Placement	Special Transfer Agreements (SEHO, SEPO with Skilled Credentials) Skilled Working Production Member Placement
1 <sup>st</sup> Matching Trade – In Plant	8 <sup>th</sup> Matching Trade – In Plant
2 <sup>nd</sup> Matching Trade – Area Hire	9 <sup>th</sup> Matching Trade – Area Hire
3 <sup>rd</sup> Matching Trade – Extended Area Hire*	10 <sup>th</sup> Matching Trade – Extended Area Hire*
4 <sup>th</sup> Related Trade – In Plant Doc #112 JIT	11 <sup>th</sup> Related Trade – In Plant Doc #112 JIT
5 <sup>th</sup> Non-Related Trade – In Plant Doc #63 JIT	12 <sup>th</sup> Non-Related Trade – In Plant Doc #63 JIT
6 <sup>th</sup> Related Trade – Area Hire Doc #112 JIT	13 <sup>th</sup> Related Trade – Area Hire Doc #112 JIT
7 <sup>th</sup> Non-Related Trade – Area Hire Doc #63 JIT	14 <sup>th</sup> Non-Related Trade – Area Hire Doc #63 JIT

\*Offers extended on voluntary basis; no penalty for declined offers

### New Tooling Allowance

Bargainers also negotiated a \$1,000 tooling allowance to be paid to skilled trades members in the fourth quarters of 2019 and 2021.

### More Control on Subcontracting

During these negotiations, the union confronted the company over its failure to comply with the collective bargaining agreement on subcontracting maintenance and construction work (Paragraph 183d). As a result of these discussions, management is now obligated to review every aspect of the work with local union leadership to ensure all subcontracting criteria are met. In the event the company chooses to utilize an outside contractor they are required to attach a completed Outside Contracting Checklist to the subcontracting notification to the union.

## APPRENTICESHIPS

### Allowance Increased

The allowance for tools, books and supplies is increased to \$1,800 for the duration of the apprenticeship. This amount includes \$500 to be paid immediately after the member is placed in an apprentice group and another \$500 upon completion of the first 916 hours. A \$100 allowance will be paid

after apprentices successfully complete the remaining 916-hour periods. Upon graduation, apprentices will receive the remaining balance of the total \$1,800 allowance. In addition, a basic toolbox will be provided within 90 days after the apprentice is indentured.

### No Forced Moves, 1:1 Apprentice Replacement

As a result of these negotiations, the company can no longer force apprentices to relocate during their apprenticeships. The union also won a commitment to replace on a one-to-one basis apprentices who voluntarily leave the program during the first four periods.

### New Apprentice Testing and Selection Process; Outside Vendor Eliminated

Your bargaining committee went into these negotiations determined to change the apprenticeship testing and application process to make it more fair for the UAW membership. The company agreed to members' demands to discontinue using the outside vendor for administering the testing and selection process.

The parties negotiated a new procedure – the GM-UAW Skilled Trades Apprenticeship Readiness Certificate (STARC) – that will be administered

by the union and company. Under the new program all internal and external apprentice candidates must successfully complete four college level classes: Basic Shop Related Mathematics; Basic Blueprint Reading for Skilled Trades; Trades Related Preparation; Spatial and Mechanical Reasoning, and Algebra 101. Those who have completed equivalent courses can petition the National Apprentice Committee for acceptance. Candidates who pass the courses – with a grade of 75% or better for manufacturing facilities and 80% or better for engineering trades – will have their names placed on the STARC ready list beginning March 1, 2021. The current list will continue to be used until Dec. 31, 2020, and all current qualified candidates who haven't been interviewed will be. Selection for placement in an apprenticeship will be based on seniority. The STARC ready list will be merged with subsequent years' lists and blended by seniority. Temporary employees are considered internal seniority candidates.

### Ratio Changed to Include More UAW Members

The union gained language that the company will place a minimum of three internal apprentices for every one external apprentice. This is an improvement over the current two-to-one ratio.

# Skilled Trades and Apprenticeship

## APPRENTICESHIPS

### **400 New Apprentices**

Your bargaining committee secured a commitment from the company to indenture 400 new apprentices over the life of this agreement.

## APPRENTICESHIPS

### **Training Competency Bonus for Apprentices**

Your bargaining committee obtained a new training competency bonus for apprentices. Apprentices will receive a \$1,000 bonus for every 168 shop floor hours that are waived through competency testing.

## SKILLED TRADES

### **Core Classifications Maintained**

Negotiators fought hard to regain the integrity of and respect for the skilled trades by maintaining the core classifications. After a prolonged discussion with the company, the following provisions have been secured:

- Facilities that have not completed flexibility training charts for the versatility training and escalated to the national parties will no longer be required to cross train or performing overlapping work assignments.
- Facilities that have completed flexibility charts for the mechanical versatility training will continue to operate with the core mechanical trades with the understanding that this will include performing overlapping work assignments. However, either party may utilize the Doc. 156 process to ensure the quality and validity of the versatility training. If there is no joint agreement over the validity of the versatility training, the issue will be escalated to the next level of leadership of the national parties for resolution. If the final joint audit determination is that there are incomplete flexibility charts, those individuals with incomplete charts will only perform the overlapping work assignments already trained and will no longer be required to further cross train.
- Facilities that currently have one mechanical classification will continue to operate in that manner.

## SKILLED TRADES

### **Skilled Trades Appendix A Transfer Process Improved**

Your 2019 UAW-GM National Bargaining Committee has secured the rights for limited numbers of skilled trades members to transfer both Area Hire and Extended Area Hire from plants without excess.

## SKILLED TRADES

### **Industrial Mechanic Pilot**

The parties have jointly agreed that within 90 days of ratification, the National Parties will meet to discuss and mutually develop and agree upon a pilot program for the implementation of an Industrial Mechanic classification.

# Health and Safety

## HEALTH & SAFETY

### Training Programs to be Reviewed and Modified

The bargaining committee won agreement from the company to jointly review and update current health and safety training programs to ensure all government requirements are met and appropriate training is available. The National Joint Committee will also seek opportunities to add training as new technologies and methods are introduced. Revised and new programs will be provided to local UAW T3 trainers.

The company agreed that UAW-GM Health and Safety programs are the foundation of the UAW-GM Workplace Safety System. In view of this understanding, the national parties will define the minimum training requirements for UAW and GM health and safety representatives, and each site will establish additional training requirements based on the needs of the Workplace Safety System.

### UAW Involvement in Safety Systems

As a result of these negotiations, the company recognizes the union as a joint partner in developing or updating health and safety systems, standards and requirements, as well as all communications for implementation at UAW-represented sites. The company also agreed to continue providing training, tools and equipment to UAW health and safety representatives and their alternates, IHT/JETs, T3 trainers and members of the skilled trades safety teams.

### Fall Hazard Training to be Updated

The parties agreed to update and communicate to the facilities all Fall Hazard training programs to clearly define safe procedures for use of ladders, walking working surfaces associated with falls and fall hazards to reflect OSHA General Industry Standards.

### Skilled Trades Oversight for Inspections

Negotiators pressed the company to conduct inspections of rigging

equipment, cranes, stairs, ladders and lifting devices as required under governmental, manufacturer, and UAW GM regulations and guidelines. The Joint Skilled Trades Safety Team (JSTST) will ensure those responsible for the inspections complete them in a timely manner. Sites that don't have a JSTST will establish one within 90 days of ratification of this agreement.

### Skilled Trades Included in 'Design-in Safety' Group

The "Design-in Safety" group will now consult with the Joint Skilled Trades Safety Team in addition to the shop committee, the Local Joint Health and Safety Committee, and Industrial Hygiene/Ergonomics Technicians, when new manufacturing equipment and/or processes are anticipated. The "Design in Safety" group works with engineering in the early stages of development of new equipment and/or processes to ensure safety requirements are met.

### Safe Operating Procedures for Working Alone

When members are concerned that their safety is jeopardized because they are working alone, management will provide the applicable written Safe Operating Procedure or Safety Instruction detailing the precautions to be taken prior to starting the work. When work assignments have been identified as high risk, a Safe Operating Procedure will be created, which may include air sampling and ventilation, communications systems, personal surveillance and support personnel.

### Ergonomics Enhancements

The parties agreed that 30 days after ratification of the 2019 National Agreement the Ergonomics Subcommittee will review and recommend the purchase of relevant ergonomic tools and devices for training and evaluation purposes. Purchases will be made utilizing National Joint Funds.

Bargainers also succeeded in reducing the threshold number of employees – from 2,000 to 1,500 – to merit a second full-time UAW Industrial Hygiene Technician-Joint Ergonomics Technician (IHT-JET). In addition, plants with more than 2,000 members will gain a third full-time UAW IHT-JET.

### Training for Non-GM UAW Members

Recognizing that all individuals working in manufacturing plants are at risk of injury or illness and can pose a safety risk to others, bargainers won agreement from the company to provide UAW-GM health and safety training to UAW members at GM Subsystems, LLC who are working in our facilities.

### Closer Rx Eyewear Suppliers

The union alerted the company to the difficulty members at some sites have in obtaining prescription eyewear because vendors are not conveniently located. The parties agreed to identify where this is an issue and make alternative arrangements – by either switching to a more accessible provider or bringing an eyewear supplier on site.

The company also reaffirmed that all required personal protective equipment (PPE) will be provided to UAW members at no cost and agreed to assess the need for cleaning stations and additional PPE distribution stations.

### More Support for Emergency Response Teams

The Plant Safety Review Board (PSRB) will offer company-paid first responder training and encourage more members to participate on Emergency Response Teams (ERT). The PSRB will also ensure an emergency response plan is in place at each facility, which addresses all ERT basic training, concerns and situations specific to their site.

### First Look at New PIVs

The parties agreed that the Joint Mobile Equipment Technology Specifications Committee (METSC) will use a designated location, which may include a GM, vendor or OEM site, for the purpose of previewing and discussions around new powered industrial vehicles (PIV) and PIV technology. This includes automated guided vehicles that move materials and vehicles that are personally driven in a facility.

# Health and Safety

## **New Health and Safety Newsletter**

In order to foster better communication and strengthen members' awareness of vital health and safety programs and issues, the parties agreed to produce a newsletter and distribute it on a regular basis to Local Joint Health and Safety Committees.

## **Joint Company Research Funding**

Protecting the health and safety of our membership not only includes our efforts in implementing safety programs at our worksites, and creating a safety culture, but also includes occupational health and safety research. These negotiations resulted in the UAW securing a commitment from GM to be part of a joint auto company research project. Within 90 days of ratification, the parties will develop a research agenda in the following areas:

- Accident prevention to eliminate fatalities.
- Industrial hygiene sampling, exposure assessments and medical surveillance.
- Breast cancer prevention.
- Opioid use disorder intervention.

# Employee Placement/ADAPT

ADAPT

## **More Timely Evaluations**

Bargainers succeeded in reducing the time members have to wait to have their restrictions evaluated. Under this agreement, members who participate in the ADAPT (Accommodating DisAbled People in Transition) Program will have their restrictions evaluated by a high-level medical staff person, such as a nurse practitioner, physician's assistant and/or a doctor within three business days of presenting to Medical.

## **ADAPT Reps to Attend Health & Safety Conference**

The parties discussed the need for a national ADAPT meeting to ensure ADAPT representatives are receiving information that is consistent and up to date. As a result, specific program content will be developed and presented to local ADAPT representatives in conjunction with one Health and Safety Conference during the life of the 2019 Agreement.

# Legal Services

## **Spouses Now Covered, Services Expanded**

Your bargaining team went into these negotiations determined to expand Legal Services benefits to cover spouses of UAW active and retired members. As a result of these discussions, spouses, including those of Delphi retirees, are now eligible for the benefit.

The union also bargained an expansion of covered office work services to include:

- Traffic Matters – Tickets or other moving violations.
- Social Security – Plan attorneys will answer questions about Social Security benefits, including those related to retirement, disability, terminations or overpayments.
- Medicare and Medicaid – Plan attorneys will provide legal guidance on issues related to Medicare and Medicaid benefits.

# Contractual Matters

## BEREAVEMENT

### Delaying Bereavement Time

Bargainers reached agreement with the company to allow members entitled to bereavement to delay the period in which they take it, based on reasonable circumstances, such as scheduling of services or readings of wills. The bereavement still must be taken on consecutive days and used within six months following the date of death.

The union also won agreement from the company that members are entitled to five days bereavement for a stillborn child.

## ATTENDANCE

### Last Step Removed from Members' Records

Members who have active Attendance Improvement Steps on

record will have their record adjusted to remove from the member's record the last and most recent Attendance Improvement Step issued, excluding Step 6. There is no entitlement to back pay as a result of this action. Following the adjustment, any future steps issued will progress from the remaining most recent step on record, providing the time on record has not been exceeded.

Members who were discharged under Document 8 and reinstated under the terms of the Last Chance Agreement or a Condition of Employment are not covered by this adjustment. Such members remain employed under the terms and conditions of their reinstatement. Document 8 remains unchanged.

### Accommodating Members' Religious Beliefs

UAW bargainers won agreement from the company to attempt to find reasonable

accommodations for members' sincerely held religious beliefs if the accommodation will resolve a conflict between the member's religious belief or practice and a work requirement, and doesn't create undue hardship for the company or conflict with provisions of the collective bargaining agreement. Members seeking a religious accommodation must contact Local Labor Relations to complete an application.

### Accommodations for Nursing Mothers

A space for expressing breast milk will be provided at each GM location. Issues that arise regarding the space should be brought to local management for discussion.



# Education and Training

## **Tuition Assistance Programs (TAP)**

The bargaining committee fought hard to maintain the allotment of tuition assistance at its current maximum level of \$5,000. We also removed the \$200 cap for books with degreed courses at regionally accredited colleges or universities.

## **Pre/Post Retirement Program**

Pre/ Post Retirement Program will now be included in the New

Hire Orientation Program materials with continuing emphasis on encouraging all employees on the necessity of safeguarding their financial future. Additionally, the Pre/Post Retirement materials will continue to be made available online.

## **Training Doc. 46 Work/Family**

Your negotiating committee was successful at maintaining the commitment to the annual Work/Family training for two (2) annual training meetings and one (1) annual professional development conference.

## **Financial Classes Covered, Other Improvements**

UAW members will now be able to use their Tuition Assistance Program (TAP) funds to pay for financial courses from accredited education providers. Your bargainers also succeeded in eliminating the requirement that members must apply for TAP five days before the start of a course. Now you have up to the course start date to file an application. In addition, the union won agreement from the company to update and publish a list of approved job-related and personal enhancement courses covered under TAP.

# Diversity

## **Improvements to Training Programs**

The parties renewed their joint commitment to fostering a culture of diversity and inclusion at all UAW-represented GM facilities. Consistent with this shared vision, the union and company agreed to continue to improve the content and delivery of the Diversity Training Program for Local Joint Equal Application Committee members. The parties also agreed to standardize the diversity training that's included in the New Employee Orientation Program.

# Vacation Scheduling

## **Improved Vacation Scheduling for Shutdown Weeks**

In past contracts, GM would force members to save two weeks of their vacation time to cover for a two-week shutdown period. This practice created a great hardship for our members work-life balance and took away their ability to use their earned vacation time as they saw fit. Your bargaining team was able to secure language that empowers members to allocate only one week of their vacation for shutdown and allows them to choose between being placed on excused leave or use vacation time for the second week of shutdown. In addition, plants not in launch are required to schedule their shutdown during the July 4th week, saving our members additional vacation days.

## Placement Program Improved for Members on Leave

### APPENDIX A

#### West Chester Members Allowed to Transfer to Cincinnati

Members from CCA West Chester who are on a formal leave of absence without company-paid benefits will have their home plant changed to CCA Cincinnati. After that, former West Chester workers will be recalled in seniority order to the Cincinnati facility as openings occur.

Once recalled, members' seniority will be based on the Memorandum of Understanding on GMCH, Davison Road, West Chester, Appendix A transfers. Members who have recall

or rehire rights and who break seniority or lose rehire rights under provisions of Paragraph 64(e) will have a rehire right to their plant throughout the term of this agreement.

#### Job Offer for Members on Leave

Your negotiators bargained a one-time modification to Appendix A transfer language to allow members who are on formal leaves of absence with no company-paid benefits during the term of the 2015 National Agreement to apply for one job offer to a location of their choosing.

## Life Insurance Improved for Members and Dependents

### GROUP INSURANCE

UAW bargainers negotiated several improvements in Optional Life and Dependent Life Insurance plans to provide a greater degree of financial security for our families when they need it most.

Members who are not currently participating can enroll in the Optional Life Insurance Plan at the Schedule I level without evidence of good health. Those already enrolled in Optional Life can increase their coverage by one level without proof of insurability. Additionally, the maximum coverage level for Optional Life was increased to \$450,000.

An open enrollment period for Dependent Life Insurance will take place with benefit maximums increased to \$150,000 for a spouse and \$50,000 for a child.

## Joint Activities Continued

Your bargaining committee succeeded in maintaining joint activities at the local and national level. Existing joint activities – including those focused on Health and Safety, Global Manufacturing System, Employee Placement, ADAPT, Work/Family – continue under the 2019 National Agreement. A new memorandum of understanding concerning joint activities provides for dissolving the UAW-GM Center for Human Resources (CHR) and

operating/administering joint activities under two Taft-Hartley trust funds. The structural change will not affect the day-to-day operation of joint activities but will assist the union and company in their continuing efforts at conducting joint activities with sound oversight and governance. The existing CHR building will be sold and the company will provide a building for joint activities and training. Funds remaining from dissolving the CHR and building sale will be used for going forward joint activities.

### Enhanced Employee Placement Application Process

Your bargaining team negotiated an enhanced posting process that will alert members when a UAW-represented GM facility is accepting transfers and will allow them to apply. This real-time notification system makes it possible to know exactly which plants are accepting transfers.

During the 2019 National Negotiations the joint parties agreed to the following:

- Approved openings will be for a 10 day period.
- Employees will be selected per the requirements outlined in Appendix A.
- Extended Area Hire will be given a minimum of three weeks to transfer.
- Relocation amounts were retained from the 2015 Agreement.

# SUB Fund, Weeks Fully Replenished

## SUPPLEMENTAL UNEMPLOYMENT BENEFITS (SUB)

Your UAW bargaining committee was successful in getting SUB weeks fully replenished. Upon ratification of this agreement, any employee who used SUB during the life of the 2015 agreement, will have their SUB weeks fully replenished to these amounts:

Traditional Employees	
1 but fewer than 10 years	26 weeks SUB/26 weeks TSP
10 but fewer than 20 years	39 weeks SUB/39 weeks TSP
More than 20 years	52 weeks SUB/52 weeks TSP

In-Progression Employees	
1 but fewer than 3 years	13 weeks SUB
More than 3 years	26 weeks SUB

The company has agreed to renew the SUB Cap maximum benefits liability during the term of the agreement.

## Personal Savings Plan

### \$1,000 Contribution to Personal Savings Plan

Your bargaining team negotiated a one-time company contribution of \$1,000 to the Personal Savings Plan accounts of UAW members who are eligible to accrue service in the Pension Plan. To be eligible for this contribution, members must meet one of the following criteria:

1. Must have been hired on or before Oct. 15, 2007; or
2. Must be a former UAW-represented Delphi employee with a seniority date prior to Oct. 19, 1999, who flowed back to GM under terms of the UAW-GM Flowback Agreement; or
3. Must be a former IUE-represented Delphi employee with a seniority date prior to Oct 18, 1999, who was provided employment at GM under the terms of the Special Employment Placement Opportunities offer under

the IUE-Delphi-GM Memorandum of Understanding – Delphi Restructuring dated Aug. 5, 2007, and who was hired prior to Oct. 3, 2011 and became UAW-represented at that time; or

4. Must be a UAW-represented Delphi, Guide or Automotive Component Carriers (ACC) employee provided special hiring opportunities at GM under the provisions of the Delphi-GM Memorandum of Understanding – Delphi Restructuring dated June 22, 2007; the UAW-GM-Guide Memorandum of Understanding – Special Attrition Program dated Jan. 19, 2007; Memorandum of Understanding Special Attrition Plan ACC, GM and UAW dated May 28, 2009; and Appendix A of the GM-UAW National Agreement, and who was hired by GM prior to Oct. 3, 2011.

In addition to meeting one of the above criteria, members eligible for this contribution are those whose employment

status, as defined under the National Agreement, as of Jan. 6, 2020, is one of the following:

1. Active with seniority;
2. On temporary layoff status;
3. On leave pursuant to Family Medical Leave Act;
4. On one of the following leaves of absence, which has not exceeded 90 days as of the eligibility date:
  - a. Informal (Paragraph 103)
  - b. Formal (Paragraph 104)
  - c. Sickness and Accident (Paragraphs 106/108)
  - d. Military (Paragraphs 112 or 218[a])
  - e. Educational (Paragraph 113)

The payment will be made on Jan. 31, 2020.

# Global Manufacturing System (GMS) Improvements

## SUGGESTION PLAN

### Process Streamlined, Awards Enhanced

Recognizing UAW members' innovative ideas that are vital to the company's success is a hallmark of GMS, but the method for processing suggestions has been bogged down in the past. Your bargainers gained a commitment from the company to streamline the submission process, shorten the time for adopting suggestions and expedite payouts so members are rewarded for their contributions in a more timely manner.

Members whose suggestions are implemented will now be eligible for a maximum award of \$25,000 for an individual suggestion and \$30,000 for a co-team suggestion. These new amounts reflect a \$5,000 increase over the previous maximum awards.

Your bargaining committee also secured a commitment from the company to process all aged suggestions and bring them to a fair and equitable closure by the end of the second quarter of 2020.

## PRODUCT QUALITY

### Addressing Members' Concerns More Quickly

Team members now have a clear path to escalate their concerns when the company doesn't follow GMS principles. If the member's issue isn't resolved on the plant floor, the matter will escalate to the GMS Local Leadership Council. If the parties are unable to resolve the issue locally, it will advance through the remaining steps in the Joint GMS Council structure for final resolution.

### Local Leadership Empowered

Your bargaining committee negotiated new language in Document 40 that provides additional resources and training for team leaders, gives your local union leadership a voice in your rotation plan, and standardizes GMS onboarding for new members.

#### Duration and Ratification

The terms of this proposed agreement will not take effect until the tentative agreement is ratified by a majority of UAW members at GM, and only then on the appropriate dates specified. The new agreement, if ratified, will run for four years and will expire Sept. 14, 2023.

#### Dues: A Constitutional Matter

Dues are determined by UAW Constitutional Convention action and are not a subject of negotiations. Dues are based on the principle that they reflect each member'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 GM Hourly Report

This report is based on the tentative agreement negotiated by the UAW 2019 National Negotiating Committee. This is a summary of the tentative agreement. In all cases actual contract language will apply.

# 66 Holidays Over Four Years

## Holiday Added

Your bargaining team won an additional paid holiday on Monday, July 3, 2023. All existing holidays are maintained. When a holiday falls on a Saturday it will be observed on the preceding Friday. When it falls on a Sunday it will be observed the following Monday.

### 2019-2020

Nov. 11, 2019	Veterans Day
Nov. 28, 2019	Thanksgiving
Nov. 29, 2019	Day after Thanksgiving
Dec. 23, 2019	} <b>Christmas Holiday Period</b>
Dec. 24, 2019	
Dec. 25, 2019	
Dec. 26, 2019	
Dec. 27, 2019	
Dec. 30, 2019	
Dec. 31, 2019	
Jan. 1, 2020	
Jan. 20, 2020	Martin Luther King Jr. Day
April 10, 2020	Good Friday
April 13, 2020	Day after Easter
May 25, 2020	Memorial Day
July 3, 2020	Independence Day
Sept. 7, 2020	Labor Day

### 2020-2021

Nov. 3, 2020	Federal Election Day
Nov. 11, 2020	Veterans Day
Nov. 26, 2020	Thanksgiving
Nov. 27, 2020	Day after Thanksgiving
Dec. 24, 2020	} <b>Christmas Holiday Period</b>
Dec. 25, 2020	
Dec. 28, 2020	
Dec. 29, 2020	
Dec. 30, 2020	
Dec. 31, 2020	
Jan. 1, 2021	
Jan. 18, 2021	Martin Luther King Jr. Day
April 2, 2021	Good Friday
April 5, 2021	Day after Easter
May 31, 2021	Memorial Day
July 5, 2021	Independence Day
Sept. 6, 2021	Labor Day

### 2021-2022

Nov. 11, 2021	Veterans Day
Nov. 25, 2021	Thanksgiving
Nov. 26, 2021	Day after Thanksgiving
Dec. 24, 2021	} <b>Christmas Holiday Period</b>
Dec. 27, 2021	
Dec. 28, 2021	
Dec. 29, 2021	
Dec. 30, 2021	
Dec. 31, 2021	
Jan. 17, 2022	
April 15, 2022	Good Friday
April 18, 2022	Day after Easter
May 30, 2022	Memorial Day
July 4, 2022	Independence Day
Sept. 5, 2022	Labor Day

### 2022-2023

Nov. 8, 2022	Federal Election Day
Nov. 11, 2022	Veterans Day
Nov. 24, 2022	Thanksgiving
Nov. 25, 2022	Day after Thanksgiving
Dec. 26, 2022	} <b>Christmas Holiday Period</b>
Dec. 27, 2022	
Dec. 28, 2022	
Dec. 29, 2022	
Dec. 30, 2022	
Jan. 2, 2023	
Jan. 16, 2023	
April 7, 2023	Good Friday
April 10, 2023	Day after Easter
May 29, 2023	Memorial Day
July 3, 2023	Independence Day
July 4, 2023	Independence Day
Sept. 4, 2023	Labor Day

# Notes

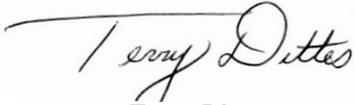
## UAW International Executive Board



**Gary Jones**  
President



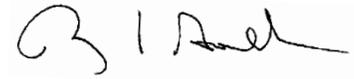
**Ray Curry**  
Secretary-Treasurer



**Terry Dittes**  
Vice President, GM Department



**Cindy Estrada**  
Vice President, FCA Department



**Rory Gamble**  
Vice President, Ford Department



**Frank Stuglin**  
Director, Region 1



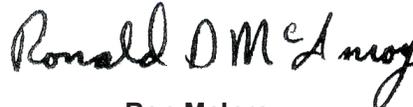
**Chuck Browning**  
Director, Region 1A



**Gerald Kariem**  
Director, Region 1D



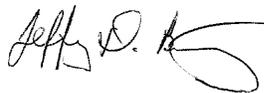
**Rich Rankin**  
Director, Region 2B



**Ron McInroy**  
Director, Region 4



**Mitchell Smith**  
Director, Region 8



**Jeff Binz**  
Director, Region 9



**Beverley Brakeman**  
Director, Region 9A

## UAW GM National Bargaining Team



**Ted Krumm, Local 652**  
Chairperson



**Mike Plater, Local 22**  
Vice Chairperson



**Earl Fuller, Local 160**  
Recording Secretary



**Jeff King, Local 14**



**Matt Collins, Local 292**



**Anthony Cheathams, Local 651**



**Ed Smith, Local 659**



**Mike Branch, Local 686**



**Chuck Herr, Local 774**



**Kenneth Fountain, Local 1869**



**Michael McClain, Local 2209**



**Alan Chambliss, Local 2250**

**We Are One**