



UAW General Motors

CONTRACT SUMMARY: SALARIED WORKERS

OCTOBER 2019

© 2019 UAW 105



HIGHLIGHTS

- Education/Development Bonus - \$11,000.
- Increased Full-Time Nurse Uniform Allowance to \$1,500 annually.
- Supplemental On-Call Nurses (SOC) to receive up to \$200 uniform allowance for first time.
- 66 Holidays over 4 Years.
- Company commitment to allocate teamGM Funds across all bargaining units within each function.
- Continued Outsourcing restrictions and full utilization language.
- Plan for Improvement which replaces PIP's will have a defined start and end date.

A Message to UAW Members at General Motors

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: excessive overtime, uniform allowance, pay in lieu of breaks, addressing outsourcing and subcontracting, addressing PIP and dispute resolution and performance pay.

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

Collective bargaining is never easy. We don't expect it to be easy. And striking is never an easy decision but your sacrifices reminded General Motors of the power and might of SOLIDARITY. Brothers and sisters, we stood up with one loud, clear voice and said: "No More."

Together, we lasted one day longer. This bargaining agreement is the result of your strength and sacrifice. This contract is the product of the efforts of us all. SOLIDARITY FOREVER.

In solidarity,

Gary Jones, President
International Union, UAW

**Terry Dittes, Vice President
and Director**
UAW-GM Department

Salaried Members Make Gains

OVERTIME

Excessive Overtime Addressed

During these negotiations the union raised members' concerns about the excessive hours salaried members are required to work and the impact that has on productivity and quality of life. As a result, the company agreed to consult with the Local Chairperson to address staffing needs and ensure payment for unused compensatory time is provided. The company assured the union that all applicable laws related to compensatory time will be followed.

Bargainers won agreement from the company to regularly review and adjust work assignments at each site. The company also agreed to the union's demand for an annual review of compensation levels for all Supplemental On-Call nurses.

LUNCH BREAKS

Pay in Lieu of Breaks

The union raised our nurses' concerns about not getting their full lunch breaks. The company agreed that nurses should be provided a 30-minute, uninterrupted lunch break and agreed to institute the following protocol: Health centers with one nurse may post a sign on the door that she/he is on lunch break but available for emergencies. Health centers with two nurses may stagger their lunch breaks. If a lunch break is interrupted due to a medical emergency and cannot be made up, the nurse will be paid for the time worked.

BENEFITS

Helping Members Make the Most of Their Benefits

Negotiators won agreement from the company to conduct a one-time training for salaried members on accessing the Total Rewards Site and Fidelity resources.

JOB SECURITY

Outsourcing and Full Utilization of Bargaining Unit Members

Your bargaining team pressed the company to address UAW salaried members' concerns over job

security – particularly outsourcing and subcontracting. As a result of these discussions, the company reaffirmed its commitment to Docs. 5 and 8 of the Salaried Master Agreement.

Discipline Letters

The union won agreement from the company to maintain Paragraph 64 of the 2015 Salaried Master Agreement, which states, "Management will not take into account any prior infraction which occurred more than two (2) years previously."

Performance Improvement Plans (PIPs)

During these negotiations, the union voiced its concern with how Performance Improvement Plans (PIPs) are abused by management. The company informed the union that "Plan for Improvement," formerly known as PIPs, will only be used as teaching tools and will always have a start and end date on the documentation.

BEREAVMENT

Dispute Resolution Process to Be Implemented

Your bargainers confronted the company over some supervisors' treatment of members who have lost an immediate family member. The union won a commitment from the company to retrain local managers about the need for sensitivity in such circumstances. The company further agrees that disputes between a member and supervisor will be elevated immediately to local union and management leadership for resolution.

Record Education/Development Bonus

Your bargaining team negotiated an Education/Development bonus of \$11,000 for eligible UAW-represented salaried members. The bonus is for continuing education and/or job-related development, following the ratification of the Master Agreement.

UNIFORMS

Allowance Increased

Your committee bargained a \$300 increase in the uniform and shoe allowance for full-time health care members. The annual \$1,500 stipend will be included in the Feb. 15 paycheck. Members hired after

Feb. 1 will receive a pro-rated amount within 60 days of hire.

Supplemental On-Call (SOC) nurses who have more than 300 hours compensated during 2019 will be paid a \$200 uniform and shoe allowance. Those SOC employees compensated 300 hours or less in 2019 will be paid a \$100 uniform and shoe allowance.

MERIT AND TEAMGM FUNDS

Performance Pay Allocated to All Members

The company agreed to members' demand that merit and teamGM funds be allocated across all bargaining units within each function. Bargainers retained language that allows appropriate local union representatives to have input on the compensation planning process. Additionally, the company agreed to review compensation for full-time salaried members annually.

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 run for four years and will expire Sept. 14, 2023.

UAW GM Salaried Report

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

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.

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	} Christmas Holiday Period
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	} Christmas Holiday Period
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

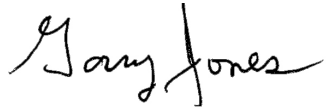
2021-2022

Nov. 11, 2021	Veterans Day
Nov. 25, 2021	Thanksgiving
Nov. 26, 2021	Day after Thanksgiving
Dec. 24, 2021	} Christmas Holiday Period
Dec. 27, 2021	
Dec. 28, 2021	
Dec. 29, 2021	
Dec. 30, 2021	
Dec. 31, 2021	
Jan. 17, 2022	Martin Luther King Jr. Day
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	} Christmas Holiday Period
Dec. 27, 2022	
Dec. 28, 2022	
Dec. 29, 2022	
Dec. 30, 2022	
Jan. 2, 2023	
Jan. 16, 2023	Martin Luther King Jr. Day
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

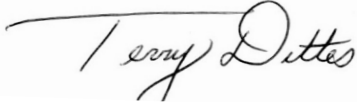
UAW International Executive Board



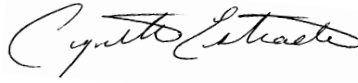
Gary Jones
President



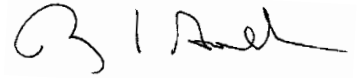
Ray Curry
Secretary-Treasurer



Terry Dittes
Vice President, GM Department



Cindy Estrada
Vice President, FCA Department



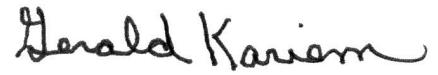
Rory Gamble
Vice President, Ford Department



Frank Stuglin
Director, Region 1



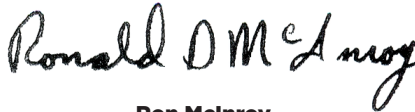
Chuck Browning
Director, Region 1A



Gerald Kariem
Director, Region 1D



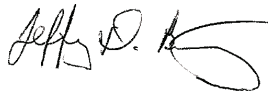
Rich Rankin
Director, Region 2B



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