



UAW / Jones Lang LaSalle

CONTRACT SUMMARY

JULY 2020

HIGHLIGHTS

• **Division I Workers' Wages**
Immediately after ratification:

- ◇ 5% GWI
- ◇ October 2020: 3% GWI
- ◇ October 2021: 3% GWI
- ◇ October 2022: 4% GWI

• **Division II Workers' Wages**
Immediately after ratification:

- ◇ 3% Lump Sum
- ◇ October 2020: 3% GWI
- ◇ October 2021: 3% Lump Sum
- ◇ October 2022: 3% GWI

• **One-Time Signing Bonus**

After Aug. 1, 2020, a one-time ratification bonus will be paid to **eligible** employees as follows:

Anyone hired on or before
Oct. 31, 2019:

- ◇ Full-time employees: \$5,500
- ◇ Part-time employees: \$2,800

Anyone hired on or after Nov. 1,
2019 (But before July 2020):

- ◇ Full-time employees:
\$125.00/month of service
- ◇ Part-time employees:
\$125.00/month of service

• **Former Aramark Employees (Flint 9)**

- ◇ \$1,000

• **Christmas Bonus**

- ◇ December 2021: \$250
- ◇ December 2023: \$250

• **New Paid Holiday**

Effective 2021, the Monday after
Easter becomes a paid holiday

A Message to UAW Members at Jones Lang LaSalle

Dear Brothers and Sisters:

Your bargaining committee appreciates the support and solidarity that we received as we worked toward a tentative agreement with Jones Lang LaSalle. The result of that hard work is in the document before you.

We worked to achieve key gains through the collective bargaining process in many areas that you identified as priorities, including wages, bonuses, holidays, vacation time and in other areas.

Collective bargaining is never easy. But we always expect that the members' interests will be protected and built upon -- and we believe that once you examine this document that you will agree. Take some time to review the highlights of this proposed tentative agreement. The bargaining committee recommends a YES vote when it is called for ratification.

In solidarity,

Rory L. Gamble
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%.

- In October 2020, straight-time hourly rates will increase by 3%.
- In October 2021, straight-time hourly rates will increase by 3%.
- In October 2022, straight-time hourly rates will increase by 4%.

Division 2

- In October 2020, straight-time hourly rates will increase by 3%.
- In October 2022, 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. In October 2021, another 3% lump-sum payment will be made.

Bonuses Secured for All Workers

Signing Bonus

Your bargaining team was successful in winning a one-time signing bonus for eligible JLL workers. Effective as soon as possible after ratification, the bonus (minus normal deductions) will be paid as follows:

- Eligible full-time workers hired on or before Oct. 31, 2019, will receive a \$5,500 bonus.
- Eligible part-time workers hired on or before Oct. 31, 2019, will receive \$2,800.

- Eligible full-time workers hired after Nov. 1, 2019 and through July 2020 will receive \$125 per month of service.
- Eligible part-time workers hired after Nov. 1, 2019 and through July 2020 will receive \$125 per month of service.

Employees must be currently 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 2021 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.).

Former Flint 9 Aramark Employees Win Bonus

Jones Lang LaSalle workers at Flint will be awarded a \$1,000 bonus immediately following ratification. Employees must be currently working or on approved time off (i.e. vacation, leaves, etc.) as of ratification 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 – Jan. 1 and March 31.
- Quarter 2 – April 1 and June 30.
- Quarter 3 – July 1 and Sept. 30.
- Quarter 4 – Oct. 1 and Dec. 31.

Health Care Maintained

Your negotiators held the line on cuts to health care with an agreement from the company to maintain the current health care plan as is, with no changes.

More Vacation Time

Effective 2021, full-time workers will gain an additional 24 hours of paid vacation. 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.

Attendance Points Removed

Two points will be deducted from each employee's attendance record upon ratification.

Company to Pay Shoe Allowance

A \$150 shoe allowance will be paid annually if the shoes are required for a worker's job.

401(k) Issue Resolved

The 401(k) work-around has been resolved with the company making participating members whole.

Worker Title Change

The janitor classification has been renamed Industrial Cleaner.

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 Jones Lang LaSalle Report

This report describes highlights of the agreement negotiated by the UAW 2020 National Negotiating Committee at Jones Lang LaSalle. This is a summary of the tentative agreement. In all cases, the actual contract language will apply.

