



# UAW/MPS

## CONTRACT SUMMARY OCTOBER 2020

### HIGHLIGHTS

- **Division I Workers' Wages**  
Immediately after ratification  
effective on Oct. 1, 2020:

- ◇ 5% General Wage Increase
- ◇ Oct. 25, 2020: 3% GWI
- ◇ Oct. 25, 2021: 3% GWI
- ◇ Oct. 25, 2022: 4% GWI

- **Division II Workers' Wages**  
Immediately after ratification  
effective on Oct. 1, 2020:

- ◇ 3% Lump Sum
- ◇ Oct. 25, 2020: 3% GWI
- ◇ Oct. 25, 2021: 3% Lump Sum
- ◇ Oct. 25, 2022: 3% GWI

- **One-Time Signing Bonus**

A Ratification Bonus will be paid to eligible employees hired on or before Oct. 31, 2019 as follows:

Anyone hired on or before Oct. 31, 2019:

- ◇ Full-time employees: \$5,725
- ◇ Part-time employees: \$2,975

Anyone hired on or after Nov. 1, 2019 but before September 2020, will be paid a Ratification Bonus as follows:

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

- **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 MPS

Dear Brothers and Sisters:

Your bargaining committee appreciates the support and solidarity that we received as we worked toward a tentative agreement with MPS. 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 MPS 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 \$5,725 bonus.
- Eligible part-time workers hired on or before Oct. 31, 2019, will receive \$2,975.

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

## Additional Bereavement Time Secured

Negotiators were able to win additional bereavement time. Workers will now receive one day of bereavement leave for the death of a great-grandparent.

## 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:

<b>Length of Service</b>	<b>New Full-time Vacation Hours</b>	<b>New Permanent Part-time Vacation Hours</b>
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.

## 401(k)

The 401(k) plan was maintained without changes.

## 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 MPS Report

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

