



# UAW-DEERE & COMPANY

## 2021-2027 Contract Summary

October 30, 2021

### WAGES PROFIT SHARING PROTECTED

GENERAL WAGE INCREASES (GWI)	LUMP SUMS	COLA
Year 1 - 10%	Year 2 - 3%	Protects against inflation
Year 3 - 5%	Year 4 - 3%	Pro - 1st adjustment effective Dec. 2021
Year 5 - 5%	Year 6 - 3%	Adjusts every 3 months with inflation

### \$8,500 RATIFICATION BONUS

### HEALTHCARE Maintained & Enhanced for the life of the agreement

#### THERE HAVE BEEN NO CHANGES TO THE COST OF HEALTH INSURANCE

- Employees pay \$0 in premiums
- No deductibles or coinsurance
- No changes in co-pays

#### ENHANCEMENTS

- New hires get coverage 1st day of the month after 30 days of employment (approx. 1,700)
- 2 Weeks parental leave, paid at 100%
- Vision: Exams, frames, lenses every 12 months
- Autism care coverage

### \$0 FOR PREMIUMS, COINSURANCE & DEDUCTIBLES

### RETIREMENT

#### CURRENT & FUTURE EMPLOYEES CAN CHOOSE BETWEEN TRADITIONAL PLUS & CHOICE PLUS

- Traditional defined benefit pension (guaranteed monthly payments for life)
- Increased multiplier for monthly pension from \$36 to \$48 for each year of service
- All employees vested after 3 years of service credit

#### ADDITIONAL MONEY FOR TRADITIONAL PLUS

##### Post-Retirement Healthcare Fund

- Cash balance savings at 2.5% (1-4 yrs.), 3% (5-14 yrs.), 4% (15+yrs.) annual company contributions
- \$2,000 seed money per year of service
- \*Example: In 2021, an employee with 20 yrs. of service earns additional \$40k contribution to cash balance savings; in addition to the annual contribution.

- TDSP (401(k)) Company match of \$0.60/dollar up to 6%

### RETIREMENT BONUS \$37,500 (10-24 yrs.) | \$50,000 (25+ yrs.)



SCAN

# RETIREMENT

## CHOICE PLUS BREAK DOWN

- **ALL** post-97 employees will have the option to select this defined contribution retirement option
- Includes \$1 for \$1 401(k) match up to 6% for 2022, then \$0.70-\$1 401(k) match up to 6% for each year after \$0.70-\$1 match determined based upon company profits
- The company will also contribute 5% of employees' annual wages to their 401(k), immediately eligible

# RETIREMENT BONUS

\$37,500 (10-24 yrs.) | \$50,000 (25+ yrs.)

# WAGES, COLA & LUMP-SUM PAYMENTS

**WAGE INCREASES INCLUDING PROJECTED COLA RESULTS IN A 30% (OR MORE) GAIN OVER 6 YEARS**  
*(See Below Chart)*

**TOTAL AVERAGE WAGE INCREASES OF \$82,000 PER EMPLOYEE OVER THE TERM OF THE AGREEMENT.**  
 (Includes base wage, incentive & profit sharing, lump-sum payments and payroll-related benefits.)

## General Wage Increases (GWI) and Lump-Sum Payments

Upon Ratification:	All Pay Levels	10% GWI
Oct. 2022:	Lump-Sum Payment	3%
Oct. 2023:	All Pay Levels	5% GWI
Oct. 2024:	Lump-Sum Payment	3%
Oct. 2025:	All Pay Levels	5% GWI
Oct. 2026:	Lump-Sum Payment	3%

WAGE RATES EACH YEAR OF THE AGREEMENT (ASSUMING A MINIMUM 5 YEARS OF SENIORITY - AND INFLATION @ 2.34%)										
	30 Sept. 21 Exhibit A Rate	Upon Ratification Exhibit A Rate	Oct. 22 Estimated Rate	Oct. 23 Estimated Rate	Oct. 24 Estimated Rate	Oct. 25 Estimated Rate	Oct. 26 Estimated Rate	June 27 Estimated Rate	30 Sept. 21- 1 June 27	Hourly Wage Increase
1 Non-CIPP	\$30.040	<b>\$33.045</b>	\$33.545	\$35.675	\$36.200	\$38.295	\$38.720	<b>\$38.990</b>	30%	\$8.95
2 Non-CIPP	\$28.565	<b>\$31.420</b>	\$31.895	\$33.920	\$34.420	\$36.410	\$36.815	<b>\$37.075</b>	30%	\$8.51
3 Non-CIPP	\$27.455	<b>\$30.200</b>	\$30.660	\$32.605	\$33.085	\$34.995	\$35.390	<b>\$35.635</b>	30%	\$8.18
4 Non-CIPP	\$25.725	<b>\$28.300</b>	\$28.730	\$30.555	\$31.005	\$32.795	\$33.160	<b>\$33.390</b>	30%	\$7.67
5 Non-CIPP	\$24.755	<b>\$27.230</b>	\$27.645	\$29.400	\$29.830	\$31.555	\$31.910	<b>\$32.130</b>	30%	\$7.38
6 Non-CIPP	\$23.950	<b>\$26.345</b>	\$26.745	\$28.440	\$28.860	\$30.530	\$30.870	<b>\$31.085</b>	30%	\$7.14
7 Non-CIPP	\$20.720	<b>\$23.895</b>	\$24.255	\$25.795	\$26.175	\$27.690	\$28.000	<b>\$28.195</b>	36%	\$7.48
3 CIPP	\$23.875	<b>\$26.265</b>	\$26.665	\$28.355	\$28.775	\$30.435	\$30.775	<b>\$30.990</b>	30%	\$7.12
4 CIPP	\$22.370	<b>\$24.605</b>	\$24.980	\$26.565	\$26.955	\$28.515	\$28.830	<b>\$29.030</b>	30%	\$6.66
5 CIPP	\$21.525	<b>\$23.680</b>	\$24.040	\$25.565	\$25.940	\$27.440	\$27.750	<b>\$27.940</b>	30%	\$6.42
6 CIPP	\$20.825	<b>\$22.910</b>	\$23.260	\$24.735	\$25.100	\$26.550	\$26.845	<b>\$27.030</b>	30%	\$6.21
7 CIPP	\$20.115	<b>\$22.125</b>	\$22.460	\$23.885	\$24.240	\$25.640	\$25.925	<b>\$26.105</b>	30%	\$5.99



PAY LEVEL INCREASES		
Classification	Previous Pay Level	*NEW* Pay Level
A225 Ladle/Refractory Repair	4	3
F03 Production Welder (*F1 & F2 are now combined)	5	4
X07 Mechanic	3	2
X45 Welder	3	2
Z36 Warranty Mechanic	4	3

# THEN & NOW

## 2015-2021 AGREEMENT

### CONTRACT ITEMS:

#### ECONOMICS, THEN

COLA (suspended)  
Ratification Bonus (\$3,500)  
Boot Allowance (\$100)  
Tool Allowance (\$150)  
Shift Premium (\$0.60)  
Transitional Assistance Program  
Sub pay (bracketed)

#### PAID TIME OFF, THEN

Bereavement (3 days for stepchildren)  
Holidays (same as 09-15 agreement)  
PVD (2 hr. increments)  
Jury Duty (had to return to work)  
Vacation (3 1/2 weeks at 20 yrs.)  
Vacation Shutdown (2 weeks)  
PVD Qualifier (could **NOT** use before or after holiday w/o loss of pay)  
Saturday Opt-outs (5)

#### HEALTHCARE, THEN

Co-pay increased during agreement  
Healthcare coverage for **New Employees** (after 7 months)  
Vision (24 months)  
Autism (no coverage)  
Continuation of healthcare (qualifying spouse only)  
Parental Leave (no paid time off, had to use FMLA)

## 2021-2027 TENTATIVE

### CONTRACT ITEMS:

#### ECONOMICS, NOW

COLA (reinstated)  
Ratification Bonus (\$8,500)  
Boot Allowance (\$40 increase to \$140)  
Tool Allowance (\$25 increase to \$175)  
Shift Premium (increased \$0.40, from \$0.60 to \$1)  
Transitional Assistance Program (enhanced)  
Sub pay (enhanced)

#### PAID TIME OFF, NOW

Bereavement (added stepchildren to 5 days)  
Holidays (added Veteran's Day & non-recurring days)  
PVD (can be used in 1 hr. increments)  
Jury Duty (excused all day)  
Vacation (added 4 hrs. for 4 weeks at 20 yrs.)  
Vacation Shutdown (reduced to 1 week)  
PVD Qualifier (**CAN** use before or after holiday w/o loss of pay, upon approval)  
Saturday Opt-outs (increased to 6)

#### HEALTHCARE, NOW

**NO** co-pay increases throughout agreement  
Healthcare coverage for **New Employees** (after 30 days)  
Vision (from 24 months to 12 months)  
Autism (includes ABA therapy)  
Continuation of healthcare (for eligible spouse and/or dependent for 6 months after death)  
Parental Leave (2 wks. paid leave)

# THEN & NOW CONT'D

## 2015-2021 AGREEMENT

## 2021-2027 TENTATIVE

### CONTRACT ITEMS:

#### RETIREMENT, THEN

**Pension Multiplier** (bracketed, \$25-\$38.60)  
**Pension Reduction** (age 62)  
**Yearly Retirement Lump Sum**  
**Unused Sick Day & PVD payout** (not required)  
**Cash Balance** (not included)  
**Seeding Money** (not included)  
**Retirement Bonus** (\$5,000, pre-97 only until 2020)

#### NON-ECONOMICS, THEN

**Sick Days** (acquire 2/year)  
**Exhibit O** (10 chargeables, 18 months)  
**Legal Service** (\$10.5M)  
**10 Minute Break** (in excess of scheduled 10 hr. shifts)  
**Daily Scheduled OT** (could exceed 4 hrs.)  
**Committeeperson** (2 at PDC)  
**Grievance Procedure** (no defined timeline)

### CONTRACT ITEMS:

#### RETIREMENT, NOW

**Pension Multiplier** (eliminated brackets, increased to \$48/service credit)  
**Pension Reduction** (decreased from age 62 to 60)  
**Yearly Retirement Lump Sum** (now includes post-97)  
**Unused Sick Days & PVDs** (paid out to beneficiary upon death)  
**Cash Balance** (2.5-4%)  
**Choice PLUS** (5%)  
**Seeding Money** (\$2,000 per year of service)  
**Retirement Bonus** (\$37,500-\$50,000, based upon years of service, **FOR ALL**)

#### NON-ECONOMICS, NOW

**CIPP** (CIPP improvement letters)  
**Sick Days** (no change)  
**Exhibit O** (no change)  
**Legal Services** (increased from \$10.5M to \$11M)  
**10 Minute Break** (for scheduled 10 hr. shifts)  
**Daily Scheduled OT** (cannot exceed 4 hrs.)  
**Committeeperson** (added 1 person at PDC)  
**Grievance Procedure** (added improvements to defined timeline)

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# NOTES