



UAW General Motors

CONTRACT SUMMARY: HOURLY WORKERS

OCTOBER 2015



HIGHLIGHTS

- In this agreement, we won new jobs, products and investments including an additional \$1.9 billion in new investments along with the \$6.4 billion already announced in 2015. New investments will create and/or retain more than 3,300 jobs in 12 sites.
- Team Leader Pay - All Team Leaders will receive a \$1 per hour premium above their classification held prior to taking the Team Leader position.
- Wage increases - Your committee was successful in winning a clear path for In-Progression members to achieve traditional wages. Also, all traditional members will receive a 3% wage increase for the first year, 4% lump sum in the second year, 3% wage increase in the third year, and 4% lump sum for the last year.
- \$8,000 signing bonuses upon ratification for all employees. Lump-sum payment of \$2,000 for active, temporary employees who have worked at least 90 days prior to the effective date.
- Annual lump sum performance bonus of \$1,000 to eligible employees.
- \$500 retiree gift card
- Annual quality bonus of \$500 to eligible employees when annual quality targets are met.
- Skilled trades - 1,300 new skilled trades placements, including a minimum of 400 new apprentices, retraining opportunities for Journeypersons working in production; new bidding process for non-strategic project work, more involvement in new technologies, equipment design and processes, and training.
- Relocation enhancements - All seniority employees with more than two years seniority are now eligible to transfer under Appendix A.
- One-time enhanced language on moving home.
- \$60,000 bonus for up to 4,000 eligible production employees who retire between Feb. 1 and May 1, 2016, as determined under the normal and early retirement provisions of the national agreement.
- Additional holidays - 64 holidays over four years, including winning back a four-day Easter weekend with the addition of the Monday after Easter.
- Moratorium on outsourcing extended for life of the 2015 national agreement.
- New Legal Services Plan negotiated for all active, retirees and surviving spouses covering wills, residential real estate, credit reporting and other uncontested legal matters.
- Social Security Disability program expanded to include UAW-represented retirees.
- Double time on Sunday has been restored.
- All In-Progression employees are moved to traditional health care plan.
- Profit Share formula has been maintained.



Your UAW-GM National Negotiating Committee opened bargaining July 13 at the UAW-GM Center for Human Resources.

A Message to UAW Members at General Motors

Dear Brothers and Sisters:

Your bargaining committee is pleased to present this report for your review, debate and vote.

The biggest challenge for your bargaining committee was to balance the competing demands of higher wages and job security. First, this challenge required a thoughtful and strategic approach that addressed the inequity in our wages. The solution is a clear path to traditional wages, raises for traditionals, and bonuses that recognize employees for their accomplishments. But higher wages don't automatically mean income security. We know from experience that without product investments there is no job or income security and no future growth. Figuring out how to balance these competing demands is one of our responsibilities as your bargaining representative. Not considering the give and take between job security, and good pay and benefits is irresponsible. We believe this proposed agreement achieves both income security and job security.

We listened to your concerns and did our best to address them in this agreement. Based on your feedback, we were successful in bargaining wage increases, an \$8,000 signing bonus for traditional and In-Progression team members and a \$2,000 signing bonus for temporary employees, along with lump sums in each of the next four years. We also improved health care, providing traditional health care for In-Progression employees and a health care program for temporary employees. We won investments in 12 different sites and created or retained 3,300 jobs. And we created a foundation to eliminate unequal pay for equal work with wage rates based on the content of the work, with grow-in schedules for each.

This has been a long process, and we want to thank you for your patience and solidarity.

It was an honor to represent you at the bargaining table. We are proud of this total agreement and recommend its support.

In solidarity,

Dennis Williams, President
International Union, UAW

**Cindy Estrada, Vice President
and Director**
UAW GM Department

Significant Economic Improvements



UAW-GM TOP National Bargaining Committee members discuss proposed economic language.

Lump-Sum Payments

UAW-represented Traditional and In-Progression workers who are on the active roll on the effective date of the agreement will receive a lump-sum settlement bonus of \$8,000 payable in the second pay period following official notification to the company of ratification. Workers on temporary layoff, on Family and Medical Leave (FMLA), formal or informal leave, medical leave, workers' compensation leave, military leave or educational leave of not more than 90 days, and workers with retirements processed for an effective date of Nov. 1, 2015, also are eligible.

Eligible workers will also receive \$1,000 lump-sum bonuses on the weeks ending May 15, 2016, May 15, 2017, May 15, 2018, and May 15, 2019.

Four Quality Performance Payments have been increased to \$500 and will be paid to eligible workers each December during the life of the agreement if quality targets are met.

Team Leader Pay

All team leaders will receive a \$1 per hour premium above the classification held prior to taking the team leader position. The former policy of team leader premium pay being dependent upon GMS implementation is no longer in place. All team leaders, regardless of date of hire will make the \$1 per hour rate.

3% wage increases for Traditional employees upon ratification	
Straight Time Hourly Wage Rate	Wage Increase
Less than 27.79	\$0.82
27.79 - 27.83	\$0.83
27.84 - 28.16	\$0.84
28.17 - 28.49	\$0.85
28.50 - 28.83	\$0.86
28.84 - 29.16	\$0.87
29.17 - 29.49	\$0.88
29.50 - 29.83	\$0.89
29.84 - 30.16	\$0.90
30.17 - 30.49	\$0.91
30.50 - 30.83	\$0.92
30.84 - 31.16	\$0.93
31.17 - 31.49	\$0.94
31.50 - 31.83	\$0.95
31.84 - 32.16	\$0.96
32.17 - 32.49	\$0.97
32.50 - 32.83	\$0.98
32.84 - 33.16	\$0.99
33.17 - 33.49	\$1.00
33.50 - 33.83	\$1.01
33.84 - 34.16	\$1.02
34.17 - 34.49	\$1.03
34.50 - 34.83	\$1.04
34.84 - 35.16	\$1.05
35.17 - 35.49	\$1.06
35.50 - 35.83	\$1.07
35.84 - 36.16	\$1.08
36.17 - 36.49	\$1.09
36.50 - 36.83	\$1.10
36.84 - 37.16	\$1.11
37.17 - 37.49	\$1.12
37.50 - 37.83	\$1.13
37.84 - 38.16	\$1.14
38.17 - 38.49	\$1.15
38.50 - 38.83	\$1.16
38.84 - 39.16	\$1.17
39.17 - 39.49	\$1.18
39.50 - 39.83	\$1.19
39.84 - 40.16	\$1.20

3% wage increases for Traditional employees effective Sept. 17, 2017	
Straight Time Hourly Wage Rate	Wage Increase
Less than 28.62	\$0.85
28.62 - 28.83	\$0.86
28.84 - 29.16	\$0.87
29.17 - 29.49	\$0.88
29.50 - 29.83	\$0.89
29.84 - 30.16	\$0.90
30.17 - 30.49	\$0.91
30.50 - 30.83	\$0.92
30.84 - 31.16	\$0.93
31.17 - 31.49	\$0.94
31.50 - 31.83	\$0.95
31.84 - 32.16	\$0.96
32.17 - 32.49	\$0.97
32.50 - 32.83	\$0.98
32.84 - 33.16	\$0.99
33.17 - 33.49	\$1.00
33.50 - 33.83	\$1.01
33.84 - 34.16	\$1.02
34.17 - 34.49	\$1.03
34.50 - 34.83	\$1.04
34.84 - 35.16	\$1.05
35.17 - 35.49	\$1.06
35.50 - 35.83	\$1.07
35.84 - 36.16	\$1.08
36.17 - 36.49	\$1.09
36.50 - 36.83	\$1.10
36.84 - 37.16	\$1.11
37.17 - 37.49	\$1.12
37.50 - 37.83	\$1.13
37.84 - 38.16	\$1.14
38.17 - 38.49	\$1.15
38.50 - 38.83	\$1.16
38.84 - 39.16	\$1.17
39.17 - 39.49	\$1.18
39.50 - 39.83	\$1.19
39.84 - 40.16	\$1.20
40.17 - 40.49	\$1.21
40.50 - 40.83	\$1.22
40.84 - 41.16	\$1.23

Significant Economic Improvements

Your negotiating committee worked hard to bring economic gains to our members. The committee was successful in winning a clear path for In-Progression workers to achieve traditional wages. The charts below outline a direct path to significant wage increases for future and current new hires.

Regular, non-temporary production employees covered under this Memorandum of Understanding who were hired prior to the effective date of the 2015 National Agreement will receive base wage increases in accordance with the following schedule:

Years of Seniority on the Effective Date	Effective Date	April 4, 2016	Sept. 19, 2016	Sept. 18, 2017	Sept. 17, 2018	Sept. 16, 2019	Sept. 21, 2020	Sept. 20, 2021	Sept. 19, 2022 Maximum Rate by Division*
Less than 1	\$17.00	\$18.00	\$19.50	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	* Traditional
1 < 2	\$18.00	\$19.50	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	* Traditional	* Traditional
2 < 3	\$19.50	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	* Traditional	* Traditional	* Traditional
3 < 4	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	* Traditional	* Traditional	* Traditional	* Traditional
4 < 5	\$22.50	\$24.00	\$26.00	\$28.00	* Traditional	* Traditional	* Traditional	* Traditional	* Traditional
5 < 6	\$24.00	\$26.00	\$28.00	* Traditional	* Traditional	* Traditional	* Traditional	* Traditional	* Traditional
6 < 7	\$26.00	\$28.00	* Traditional	* Traditional	* Traditional	* Traditional	* Traditional	* Traditional	* Traditional
7 < 8	\$28.00	* Traditional	* Traditional	* Traditional	* Traditional	* Traditional	* Traditional	* Traditional	* Traditional

*Maximum Production Rate by Division Prior to Sept. 18, 2017; Assembly \$29.07, Powertrain \$28.97, Stamping \$28.96, CCA \$28.89; On or After Sept. 18, 2017; Assembly \$29.94, Powertrain \$29.84, Stamping \$29.83, CCA \$29.76.

In-Progression Gains Table

Current seniority	Current wage	Wage Increases over 4 years*	Estimated new money from wages over 4 years	Up-front lump-sum bonus	Total Wages + Bonuses
Less than 1 year	\$15.78	\$6.72	\$31,470	\$14,000	\$45,470
1-2 years	\$16.66	\$7.34	\$36,109	\$14,000	\$50,109
2-3 years	\$17.53	\$8.47	\$41,870	\$14,000	\$55,870
3-4 years	\$18.41	\$9.59	\$48,589	\$14,000	\$62,589
4-5 years	\$19.28	\$10.42 and up*	\$56,181	\$14,000	\$70,181
5-6 years	\$19.28	\$10.42 and up*	\$69,722	\$14,000	\$83,722
6-7 years	\$19.28	\$10.42 and up*	\$79,622	\$14,000	\$93,622
7-8 years	\$19.28	\$10.42 and up*	\$85,363	\$14,000	\$99,363

*Traditional production wage will vary by occupation and local agreement
Based on 2080 straight time hours

Quality Performance

Eligibility Date	Amount	Payable During Week Ending
Nov. 15, 2015	\$500	Dec. 13, 2015
Nov. 15, 2016	\$500	Dec. 11, 2016
Nov. 15, 2017	\$500	Dec. 10, 2017
Nov. 15, 2018	\$500	Dec. 9, 2018

Performance Bonus Lump Sum

Eligibility Date	Amount	Payable During Week Ending
May 15, 2016	\$1,000	June 12, 2016
May 15, 2017	\$1,000	June 11, 2017
May 15, 2018	\$1,000	June 10, 2018
May 15, 2019	\$1,000	June 9, 2019

Attachment A Temporary Employee Wage Rates

Temporary Employees First Hired Prior to the 2015 Agreement

Temporary employees first hired prior to the effective date of this agreement will be placed at rates in accordance with their current rate step in accordance with the table below. Those temporary employees whose rates are increased to the next step will maintain those rates until they meet the required timing for subsequent rate step increases:

Months of Service	Amount
Up to 12 Months	\$17.00
> 12 to 24 Months	\$18.00
> 24 to 36 Months	\$19.50
> 36 to 48 Months	\$21.00
> 48 to 60 Months	\$22.00
> 60 to 72 Months	\$22.00
> 72 to 84 Months	\$22.00
Maximum Rate	\$22.00

Temporary Employees First Hired on or After the Effective Date of the 2015 Agreement

For all Temporary Employees first hired on or after the effective date of this agreement, rates and wage progression will be established as follows:

Months of Service	Amount
Up to 12 Months	\$15.78
> 12 to 24 Months	\$16.66
> 24 to 36 Months	\$17.53
> 36 to 48 Months	\$18.41
> 48 to 60 Months	\$19.28
Maximum Rate	\$19.28

New Product Allocation

Bargaining Committee Wins \$8.3 Billion in New Investment Over the Life of the Contract

During negotiations, GM identified potential investment of \$1.9 billion in U.S. facilities in addition to the previously secured \$6.4 billion in U.S. investment for a total of \$8.3 billion. The new investment is designed to ensure optimal utilization of the company's U.S. facilities and provide job growth. It is contingent on consumer demand and the company's ability to generate sustainable and profitable vehicle volumes for all U.S. facilities. The new investment benefits the following locations and would create or retain more than 3,300 jobs:

Plant	New Product
Bay City	Powertrain components - 133 jobs
Bedford	Powertrain and structural components - 192 jobs
Bowling Green	Engine build program - 36 jobs
Defiance	Powertrain components - 315 jobs
Flint Engine South	Engine build program - 489 jobs
GMCH Grand Rapids	Powertrain components - 45 jobs
GMCH Lockport	Powertrain Cooling components - 182 jobs
GMCH Rochester	Powertrain components - 20 jobs
Saginaw Metal Casting Operations	Driveline components - 84 jobs
Spring Hill	Engine build program, added stamping capacity - 699 jobs
Toledo	Transmission build module - 421 jobs
Tonawanda	Engine build program - 702 jobs

U.S. Investment and New Job Commitments Already Announced by GM in 2015

Plant	New Product
Arlington, Texas	\$1.4 billion for new paint shop, body shop and general assembly upgrades
Lansing Delta Twp.	\$520 million for tooling and equipment for future vehicles
Warren Technical Center	\$1 billion for new construction and significant renovations
Flint Assembly	\$877 million for a new body shop and other plant upgrades
Orion Assembly	\$245 million for tooling and equipment for future all-new vehicle
Fort Wayne Assembly	\$1.2 billion for new paint shop and other plant upgrades
Bowling Green Assembly	\$439 million for a new paint shop for the Corvette
Warren PPO	\$139.5 million for body shop and stamping facility upgrades
GMCH Grand Rapids	\$119 million for tools and equipment to produce future vehicle component and 300 new jobs
Lansing Grand River Assembly	\$175 million for tooling and equipment for 2016 Camaro
Fairfax Assembly	\$174 million for 2016 Malibu tooling and equipment
Pontiac Metal Center	\$124 million for tryout stamping press and building addition and 15 new jobs

Health Care Protected, Benefits Improved

In-Progression employees to get same health care coverage as traditional employees

Your bargaining team was successful in eliminating the gap in health care benefits between In-Progression and Traditional employees. In-Progression employees are now provided the Traditional MEDICAL plan as well as Traditional DENTAL / VISION plans on the 91st calendar day. In-Progression employees will have the same access to the current portfolio of Traditional HMO plans.

Big Gains in Health Care – Gap Eliminated as a Solution to Excise Tax Implications

All regular employees (including those In-Progression) are covered under Traditional Medical, Dental and Vision Health care.

Temporary employees are now eligible for health care. The coverage will be identical to the current Flex Plan.

No Deductibles, No Co-insurance for In-Progression Employees

Under the proposed agreement In-Progression employees will be moved into the Traditional employees' health care plan, including full dental and full vision coverage, once they reach their 91st day of employment.

The three-year waiting period for dental and the five-year waiting period for full vision coverage is eliminated for In-Progression employees.

In-Progression employees will no longer pay annual deductibles and co-insurance. In addition, the traditional plan doesn't have the annual out-of-pocket costs of \$1,000 for single coverage and \$2,000 for family coverage.

An emergency room copayment of \$100, and an urgent care copayment of \$50 will apply to In-Progression employees as part of the Traditional coverage. (These copayments were added to Traditional employees' plan in 2011.)

The emergency room copayment is waived if the patient is admitted to the hospital or under observation care.

In-Progression employees will also

be able to enroll in any of the HMO plans currently available to Traditional employees.

Coverage Expanded

The union was successful in gaining coverage of observation care immediately following outpatient surgery or diagnostic testing.

Other improvements include coverage for injections, including Vivitrol, urgent care facility fees, orthotics and blood-glucose monitoring.

Members will be held harmless for balance billing related to air ambulance service.

The hearing aid evaluation test benefit is increased to \$161.

Additional gains in health care for Traditional and In-Progression employees:

- Oral Chemotherapy
- Removal of age limits on speech therapy
- Hearing-aid benefits increased to \$2,200
- Expanded coverage for blood glucose monitoring devices
- Increased reimbursement rates for non-participating hospitals
- A wellness incentive

Preventive Services not Impacted by ACA Changes

UAW bargainers won agreement that the preventive services covered under the ACA will continue for the duration of this agreement even if the ACA is modified or repealed.

New Resources for LifeSteps

Recognizing the importance of adopting healthy lifestyles, the union gained commitment from the company to invest in and jointly promote the LifeSteps program.

Excise Tax Implications

The parties also discussed the excise tax imposed under the Affordable Care Act on high-cost, employer-sponsored health care plans. In the case where a plan is expected to be impacted by this tax, the company and the UAW will discuss changes to the health care plan to bring the cost under the tax threshold, similar to the process established for evaluating alternative plans. If the health care plan will be subject to the tax, members in the plan can only be subject to a maximum deductible of \$400 for single coverage and \$800 for family coverage, if they voluntarily elect to remain in that plan.

Legal Services Plan Benefits are Back

Your bargaining committee succeeded in negotiating a new Taft-Hartley plan jointly administered by union and company plan trustees. The benefit will start immediately upon regulatory approvals.

Eligible participants include all UAW active members, retirees and surviving spouses.

The company's annual funding obligation will be \$8.25 million. Benefits covered under the new plan include a variety of legal services handled as "office benefits" (meaning no court appearances) such as preparing wills and handling residential real estate matters including deed filings, credit reporting, uncontested legal matters and document preparation. In addition, the plan covers assistance with filing for Social Security Disability benefits. The Social Security Disability program has been expanded to include UAW-represented retirees.

Retirement/PSP Improvements

Your bargaining committee was successful in gaining a significant improvement in the company contribution to the PSP for our members who currently have a 4 percent contribution rate. With the new agreement, In-Progression employees whose company contribution is at 4 percent will now be increased to 6.4 percent. An example of this improvement, based on a 40-hour workweek can be found on the table below.

Wage Rate Per Hour	Annual Contribution @ 4% based on 40 hours	Annual Contribution @ 6.4% based on 40 hours	Annual Increase in Company 401(k) Contribution	Increase in Company Contribution over Life of Agreement	Total 401(k) Contribution over life of the agreement including \$1 in lieu of Health Care Contribution
\$17.00	\$1,414.40	\$2,263.04	\$848.64	\$3,394.56	\$17,372.16
\$18.00	\$1,497.60	\$2,396.16	\$898.56	\$3,594.24	\$17,904.64
\$19.00	\$1,580.80	\$2,529.28	\$948.48	\$3,793.92	\$18,437.12
\$20.00	\$1,664.00	\$2,662.40	\$998.40	\$3,993.60	\$18,969.60
\$21.00	\$1,747.20	\$2,795.52	\$1,048.32	\$4,193.28	\$19,502.08
\$22.00	\$1,830.40	\$2,928.64	\$1,098.24	\$4,392.96	\$20,034.56
\$23.00	\$1,913.60	\$3,061.76	\$1,148.16	\$4,592.64	\$20,567.04
\$24.00	\$1,996.80	\$3,194.88	\$1,198.08	\$4,792.32	\$21,099.52
\$25.00	\$2,080.00	\$3,328.00	\$1,248.00	\$4,992.00	\$21,632.00
\$26.00	\$2,163.20	\$3,461.12	\$1,297.92	\$5,191.68	\$22,164.48
\$27.00	\$2,246.40	\$3,594.24	\$1,347.84	\$5,391.36	\$22,696.96
\$28.00	\$2,329.60	\$3,727.36	\$1,397.76	\$5,591.04	\$23,229.44
\$29.00	\$2,412.80	\$3,860.48	\$1,447.68	\$5,790.72	\$23,761.92
\$30.00	\$2,496.00	\$3,993.60	\$1,497.60	\$5,990.40	\$24,294.40
\$31.00	\$2,579.20	\$4,126.72	\$1,547.52	\$6,190.08	\$24,826.88
\$32.00	\$2,662.40	\$4,259.84	\$1,597.44	\$6,389.76	\$25,359.36
\$33.00	\$2,745.60	\$4,392.96	\$1,647.36	\$6,589.44	\$25,891.84
\$34.00	\$2,828.80	\$4,526.08	\$1,697.28	\$6,789.12	\$26,424.32
\$35.00	\$2,912.00	\$4,659.20	\$1,747.20	\$6,988.80	\$26,956.80

UAW Secures Pension Benefit Restoration and Protections

In 2006, Congress passed the Pension Protection Act (PPA), which imposed several regulatory burdens and requirements on defined benefit pension plans, including the General Motors Hourly-Rate Employees Pension Plan. Among the PPA's significant burdens, was a requirement that pension plans adopt language providing for the suspension of certain pension benefit payments or pension benefit accruals should the plan's funding level fall below certain thresholds. Hardly protecting workers' pensions, the PPA further provides that employers are not required to restore lost benefit accruals or make pensioners whole for losing out on certain suspended

pension benefits once a pension plan's funding returns to specified levels. The union fought against such funding-based limitations on pension plan benefits and payments when the PPA was debated in Congress, and has since pushed employers to take all measures necessary to protect our members' accrual of pension service and other contractual pension benefits.

In response to the threats to retirement security the PPA poses to our pension benefits, the union secured groundbreaking protections for our members and their pension benefits. The new agreement provides that should the pension plan fall below certain funding levels requiring suspension of benefit accruals or payments of certain types of pensions – such as plant closing benefits – once the pension plan's funding level returns

to legally required levels, the company will retroactively restore benefit accruals that were not permitted to accrue and will make retroactive payment of any plant closing benefits that were not permitted.

Current Retirees

The UAW has a proud tradition of remembering our retirees. We are pleased to convey that we've been able to bargain a \$500 gift card for every current retiree. In addition, retirees will once again be able to utilize the newly negotiated Legal Services Plan.

Group Insurance Benefits Improved

Your bargaining team understands that ensuring the financial security of your families is extremely important. Recognizing the high cost of life insurance, your negotiators were successful in attaining gains in life and other insurance coverage.

Dependent Life Insurance

UAW bargainers were able to negotiate the addition of two age bands to cover retirees and spouses over the age of 85. Current retirees and spouses age 90 and over will be grandfathered at the 2012 rates. Coverage was extended to dependents up to the month in which they turn age 26, unless the dependent is totally and permanently disabled.

Optional Life Insurance

The union won a number of gains in optional life insurance. Members will have two months with no premium payments and rates will decrease six (6) percent in 2016.

Members already in the plan can increase their coverage by two levels without proof of good health under an open enrollment. Those not yet in the plan may enter at either level one (1) or

two (2) without proof of good health.

Members will now have the option of a \$400,000 level of coverage.

Personal Accident Insurance

Because of successful negotiating by your bargaining committee, employees with personal accident insurance will now have a seven-month period where they do not have to pay insurance premiums. Bargainers also won a personal accident insurance premium rate decrease of 20 percent in 2016.

Accelerated Benefits Option (ABO)

For employees who are terminally ill or have up to 12 months to live, the accelerated benefits option has been increased from 50 percent to 80 percent. The combined maximum amount of your increase may vary depending on

your policy. Check with your benefits representative for full details.

Disability Insurance

Recognizing the many difficulties encountered by members who become disabled, your bargaining committee fought hard to expand coverage and minimize barriers to obtaining care. To that end, they were able to secure first-day disability benefits for members who are under observation, even without having been admitted, to a hospital for 24 hours or longer.

Disability insurance benefits also will now cover mental health and substance abuse treatment by a psychologist.

Supplemental Unemployment Benefits (SUB) Fund Fully Replenished and Expanded

SUB Weeks Replenished

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 2011 agreement will have their SUB weeks fully replenished to these amounts:

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

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

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



Members of the UAW-TOP Committee review proposed contract language.

UAW Gains Role and Voice in Implementation of GMS

The national bargaining team recognized that the cornerstone of job security and growth for all of our members is to build quality into everything we make and to drive continuous improvement each and every day. Working together, this is accomplished at all levels of the organization and engages all of our members to drive quality, productivity and continuous improvement through the unified use of the Global Manufacturing System (GMS).

The national parties agreed that GMS is the single, common global manufacturing system that supports the team member, eliminates waste, continuously improves business results and delivers quality to the customer when fully implemented and executed. The newly negotiated Doc. 40 language gives the UAW a voice and involvement in the ongoing implementation of GMS at all levels of the organization.

The parties discussed and mutually acknowledged that failure to execute all of the principles and elements of GMS significantly reduces the effectiveness of the system and therefore agree to jointly implement and execute the entire system. The UAW-GM GMS Steering Committee, reporting to the UAW-GM Leadership Council, will work together to support the ongoing implementation and execution of GMS in all our UAW-represented locations.

Council Structure

The strength of our joint commitment to provide input and support for the full implementation of GMS at all levels of the organization is demonstrated through the structure we have put in place:

- UAW-GM Leadership Council
- UAW-GM Operations Council
- UAW-GM Local Leadership Council

The **Local Leadership Council** will act as the local Steering Committee for all aspects of GMS implementation.

Team Leaders

The parties had extensive discussions about the important role that Skilled Trades and Production Team Leaders play in the successful execution of GMS. The primary focus of these discussions was the amount of time team leaders spend on the line. Also discussed was the lack of standardized roles and responsibilities, selection processes, and skill development opportunities robust enough to ensure a fully capable and functioning leader. In response, management agreed with the union to immediately assemble a joint task team to work across functions and with various locations to fully comprehend the issues and develop solutions. The UAW-GM GMS Steering Committee, as directed by the Leadership Council, will continuously evaluate and monitor the progress of this task team's activities.

Maintenance

The purpose of integrating GMS Principles and Statements into the

maintenance operations is to involve all team members in efforts to improve safety, quality, throughput and responsiveness, resulting in reduced manufacturing cost thereby enhancing overall job security. GMS statements include Total Productive Maintenance requirements which fully describe the maintenance planning function (C.A.C), use of CMMS (Maximo), and predictive maintenance processes and tools.

It was agreed that the Local Leadership Council is the Steering Committee supporting local GMS implementation and execution and is tasked to ensure appropriate resources are deployed for the purpose of maintenance operation support in accordance with GMS Principles and Statements.

UAW GMS Representative

Doc. 46 of the UAW-GM National Agreement has been modified to reflect the transition from Quality Network to GMS. The UAW GMS representative and their management counterpart will have responsibilities to assist their respective Councils in the effective implementation of GMS. The duties include being an effective coach and teacher of GMS principles and related elements, facilitating Council meetings as directed, and supporting People Involvement activities such as Suggestions, VPAC, etc.

The GMS representative will receive the training necessary for them to effectively perform their duties and to complete the GMS representative certification process. A task team will be formed immediately upon ratification to develop training requirements for the

Doc. 46 GMS representatives and their management counterparts.

Previous Program Activity Maintained

The following programs will be supported by the UAW-GM Center for Human Resources:

- Suggestions Program
- Training and support of the Predictive Maintenance Program
- Training and support of the Computerized Maintenance Management System (CMMS) program
- Vehicle Program Assistant Contact (VPAC)/Vehicle Sales Service & Marketing (VSSM) Program
- Simulated Work Environment (SWE)

Product Quality Resolution Process

The parties reaffirmed the importance of team members having the opportunity to raise product quality concerns in the course of performing their regular work assignment, and that product quality concerns require an immediate and thorough response.

Efficiency Improvements and Redeployment (formerly Attachment A)

The union steadfastly refused management's attempts to diminish the job security provisions provided in the Attachment A language. We gained agreement that redeployment within the bargaining unit will continue as productivity gains require.

Sourcing

The 2015 National Negotiating Committee entered this round of bargaining with three major sourcing objectives; protect work currently performed in UAW-GM facilities, strengthen UAW presence in the GM future product development process and gain access to the GM Purchasing Organization. We are proud to report we were successful with all those objectives.

Moratorium on Outsourcing

The UAW won language which strengthens the moratorium on outsourcing and extends the moratorium for a minimum of the life of the 2015 national agreement. This language protects our members from company-mandated attempts to outsource existing work and strengthens the union's ability to ensure job security.

Future Product Sourcing

Union negotiators were successful in gaining language to integrate UAW future product representatives into the Global Vehicle/Powertrain Development Process early enough to make sure our facilities have a seat at the table when product manufacturing sites are selected.

Global Purchasing Involvement

Your vice president and top negotiators won groundbreaking new language that, for the first time, creates linkage between International UAW and GM Global Purchasing. This will allow the UAW to better understand GM purchasing patterns and timing in order to place our UAW-represented facilities in the best position to win new work.

Profit-Sharing Plan Maintained

This proposed tentative agreement delivers substantial wage increases for all. But wages are not the only form of compensation we bargain. One of the best tools for delivering money to our members in recent times has been profit sharing. Since 2011, UAW-GM members have earned over \$30,000 in profit sharing. Because it is such an important source of income, your committee was determined to defend it. Our profit-sharing formula, which is based on \$1,000 per \$1 billion of GM's North American profits, was preserved for the next four years.

The following table represents the payout a member will receive if he or she reached 1,850 or more compensated hours during the plan year:

Profits \$ Billions	Maximum Payout	Profits \$ Billions	Maximum Payout
- < 1.25	0	6.50 < 6.75	6,500
1.25 < 1.50	1,250	6.75 < 7.00	6,750
1.50 < 1.75	1,500	7.00 < 7.25	7,000
1.75 < 2.00	1,750	7.25 < 7.50	7,250
2.00 < 2.25	2,000	7.50 < 7.75	7,500
2.25 < 2.50	2,250	7.75 < 8.00	7,750
2.50 < 2.75	2,500	8.00 < 8.25	8,000
2.75 < 3.00	2,750	8.25 < 8.50	8,250
3.00 < 3.25	3,000	8.50 < 8.75	8,500
3.25 < 3.50	3,250	8.75 < 9.00	8,750
3.50 < 3.75	3,500	9.00 < 9.25	9,000
3.75 < 4.00	3,750	9.25 < 9.50	9,250
4.00 < 4.25	4,000	9.50 < 9.75	9,500
4.25 < 4.50	4,250	9.75 < 10.00	9,750
4.50 < 4.75	4,500	10.00 < 10.25	10,000
4.75 < 5.00	4,750	10.25 < 10.50	10,250
5.00 < 5.25	5,000	10.50 < 10.75	10,500
5.25 < 5.50	5,250	10.75 < 11.00	10,750
5.50 < 5.75	5,500	11.00 < 11.25	11,000
5.75 < 6.00	5,750	11.25 < 11.50	11,250
6.00 < 6.25	6,000	11.50 < 11.75	11,500
6.25 < 6.50	6,250	11.75 < 12.00	11,750
		> = 12.0	12,000

For example, if GM's publicly reported North American profit came in at just over \$7 billion dollars, each member who reached a minimum of 1,850 compensated hours during the year would receive a profit-sharing check worth \$7,000.

Consistent with the 2011 agreement, Members with less than 1,850 compensated hours during a year will receive a prorated payout.

Examples based on a \$7,000 Maximum Payout					
Compensated Hours		Maximum Compensated Hours	% of profit share per employee	Payout	
500	/	1,850	=	27%	\$1,892
1,000	/	1,850	=	54%	\$3,784
1,500	/	1,850	=	81%	\$5,676
1,850	/	1,850	=	100%	\$7,000

Employee Placement/ADAPT

The hiring of new employees in one location while there is a surplus of seniority employees in other locations is not in the best interests of the parties. Your bargaining committee was successful in gaining significant improvements in the Employee Placement Program.

Appendix A Rights for All

During the life of the 2015 UAW GM National Agreement, all production employees with more than two years of seniority are eligible to transfer.

2015 Special Transfer Process

During the 2015 national negotiations, the union expressed the desire that employees who have relocated to other facilities due to plant closings and involuntary transfers be

given an opportunity to return to their home plant, area hire or a facility in closer proximity to their home plant when there is no area hire.

Skilled Trades Special Transfer Process

The parties held extensive discussions concerning Skilled Trades openings throughout the company. The union expressed a desire to offer Skilled Trades Journeymen who were displaced from their prior location an

opportunity to return to their former community.

Appendix A for GMCH, Davison Rd., Westchester

The union has negotiated that all GMCH, Davison Rd., and Westchester members will now have the right to apply and transfer under the Appendix A process. See chart below for GMCH wage transfer.

For purposes of wage progression treatment, GMCH employees will be placed at the next closest GM In-Progression wage rate which does not result in a reduction in relation to their GMCH wage rate.

GMCH Wage	Effective	First Sept. after Transfer	Successive Sept. after Transfer In-Progression	Successive Sept. after Transfer In-Progression	Successive Sept. after Transfer In-Progression	Successive Sept. after Transfer In-Progression	Successive Sept. after Transfer In-Progression	Successive Sept. after Transfer In-Progression	Successive Sept. after Transfer In-Progression	Successive Sept. after Transfer In-Progression
Rate at time of Transfer	Date of Transfer	In-Progression Wage Schedule	Progression Wage Schedule	Wage Schedule	Wage Schedule	Wage Schedule	Wage Schedule	Wage Schedule	Wage Schedule	Maximum Rate by Division
\$16.25	\$ 17.00	\$ 18.00	\$ 19.50	\$ 21.00	\$ 22.50	\$ 24.00	\$ 26.00	\$ 28.00	*	*
\$17.16	\$ 18.00	\$ 19.50	\$ 21.00	\$ 22.50	\$ 24.00	\$ 26.00	\$ 28.00	*	*	*
\$18.06	\$ 19.50	\$ 21.00	\$ 22.50	\$ 24.00	\$ 26.00	\$ 28.00	*	*	*	*
\$18.96	\$ 21.00	\$ 22.50	\$ 24.00	\$ 26.00	\$ 28.00	*	*	*	*	*
19.86-21.70	\$ 22.50	\$ 24.00	\$ 26.00	\$ 28.00	*	*	*	*	*	*

*Maximum Production Rate by Division Prior to Sept. 18, 2017: Assembly \$29.07, Powertrain \$28.97, Stamping \$28.96; On or After Sept. 18, 2017: Assembly \$29.94, Powertrain \$29.84, Stamping \$29.83.

Employees who accept an Extended Area Hire transfer will be eligible for a Basic Relocation Allowance. Each GMCH, Davison Road and West Chester employee transferred under these provisions will be backfilled by a temporary employee, if a backfill is required. Implementation of these transfer provisions as identified above will occur within 90 days from the date of ratification of the 2015 UAW-GM National Agreement.

Basic Relocation

Basic relocation allowances have been increased from \$4,800 to \$5,000. All GMCH West Chester and Davison Road employees who accept an extended area transfer will be eligible for basic relocation allowance.

Appendix A Roster

The 2015 negotiating committee was able to gain the right that when a plant roster is run requesting manpower and all applicants have been given an offer, the roster list will be refreshed when appropriate.

Non-voluntary Placement (Forced Moves)

Under the new agreement, when an opening occurs at the member's home location members will not have to wait six months to exercise their recall rights.

Health Care for All Temporary Employees

The union has negotiated health care for all temporary employees after achieving 90 days of unbroken hire dates.

Workforce Composition (Temporary Employees)

The union made numerous gains for temporary employees. Wage increases for temporary employees first hired prior to the 2015 UAW GM National Agreement and wage progression for temporaries hired on or after the effective date of this agreement.

ADAPT Program Improved

The ADAPT program, Doc. 121, has been improved to eliminate the requirement that a member restart their medical leave paperwork when no suitable job is found for the member's restriction.

Temporary Employees

- The longest unbroken hire date will be used when hiring new hires from a temporary status.
- Temps who went from temp to flex and received a new flex date of hire will return to original unbroken hire date
- Temps who have worked at least 90 days will be eligible for 24 hours of unpaid vacation time per year.
- Temps hired prior to the 2015 national agreement will receive a wage increase depending on their months of service.
- Temps who have worked at least 90 days prior to effective date will receive \$2,000.00 signing bonus.

GMCH Wage Rate and Gains

Given GMCH's unique operations and competitive environments, the company has agreed to the following which serve as exceptions to the UAW-GM National Agreement:

- Other than Skilled GMCH employees hired prior to the effective date of the 2015 UAW-GM National Agreement will be placed at a rate in accordance with the table below. Subsequent to the increase upon ratification, increases will be employee specific and will be effective on the Monday following the anniversary of the employee's seniority date:

Seniority at Effective Date	Effective Date
Less than 1	\$16.25
1 < 2	\$17.16
2 < 3	\$18.06
3 < 4	\$18.96
> 4	\$19.86

Employees who progress to the maximum rate of \$19.86 will receive an annual 3% increase on the anniversary date of the agreement in 2016, 2017, 2018 and a 3.7% increase on August 26, 2019.

All GMCH employees will be transitioned to the GM Benefits plans, under the provisions applicable to In-Progression employees, including SUB provisions (with the exception of Skilled Trades employees who will receive traditional SUB) and any Profit Sharing plan.

UAW GM Hourly Report

This report describes highlights of the agreement negotiated by the UAW 2015 National Negotiating Committee at GM.

This is a summary of the tentative agreement. In all cases, the actual contract language will apply.

Hourly wage rates for other than Skilled GMCH employees hired on or subsequent to the effective date of the 2015 UAW/GM National Agreement shall be established as follows:

At Date of Hire	\$16.25
After 12 Months	\$17.16
After 24 Months	\$18.06
After 36 Months	\$18.96
After 48 Months	\$19.86
Maximum Rate	\$19.86

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 accessed at the rate of 1.44%, which is equivalent to 2.5 hours of straight time pay per month.

Skilled Trades

As your Bargaining Committee entered into this round of negotiations with General Motors, they stated that it is important that the Company act now to prepare for the future needs of skilled labor. We have addressed these needs by negotiating 1,300 new skilled trades placements, including a minimum of 400 new apprentices, as well as retraining opportunities for Journeypersons still working production. These include a restructured apprentice program that will afford all interested seniority members the chance to take the apprentice test and, if successful, they may select which plants they would like to be considered for.

Additionally, your bargaining team negotiated a bidding process for non-strategic project work that calculates actual wages and costs. The new agreement will also provide for more upfront involvement in new technologies, equipment design and processes, along with the identification of training needed for these advancements. Along with other improvements won by your negotiating team, current and future UAW-GM Skilled Tradespersons will be better equipped to meet future challenges and technology changes.

New Apprentices

The National Bargaining Committee secured 1,300 new skilled trades placements over the life of the 2015 agreement. Of this number, a commitment was won to indenture a minimum of 400 new apprentices. Per the 2009 addendum, they will be indentured into either electrical, mechanical or die/engineering classifications. The first 200 apprentices will be added in 2016.

Apprentice Program

The new online apprentice program application process has been negotiated where every interested seniority member across all plants can apply. All seniority applicants that complete the application process will be given an opportunity to test. If a qualifying score is achieved, members can have final scores sent to any of the plants they choose. Qualified applicants will proceed to the interview process and then be placed on a nationwide seniority candidate list. The cadence for apprenticeship offers will be established as follows:

1. Seniority member from that location indenturing apprentices.
2. Nationwide seniority member.
3. Non-seniority candidate (if needed).

Each of the candidate lists will be arranged in descending order by total score. Seniority candidates that test will be given feedback on their performance to the test and, if unsuccessful, will have the ability to retest after one year.

New guidelines and training schedules for the apprentice program

will ensure that upon graduation, the apprentice will be fully prepared to meet future challenges and technology changes.

Journeyperson Working Production

There are still hundreds of our journeypersons working in production assignments. With this new agreement these members will be afforded an opportunity to apply as a matching trade or be offered retraining at all locations as openings occur.

New Technologies, Equipment and Process

New understandings that will allow more upfront involvement by the UAW in the areas of new technology, the design and build of equipment, and new processes have been negotiated. These new understandings will also enable the local parties to discuss the timely implementation of training that will prepare the membership to perform their appropriate job functions.

Skilled Trades Training

Agreements reached during negotiations recognize that in order to execute world class training, there needs to be collaboration between Manufacturing Engineering, Skilled Trades and joint

programs.

Apprentice Committees and the Joint Training Department will be encouraged to leverage the UAW-GM Center for Human Resources, the Technical Training Network and other educational providers to deliver needed training for Journeypersons, Journeypersons in Training and Apprentices.

Apprentice Committee Training

The UAW and GM agreed that joint training funds shall cover a national Skilled Trades and Apprentice Conference for the purpose of educating/updating local apprentice committees and joint leadership teams on negotiated changes impacting the apprentice program and other Skilled Trades initiatives.

Bidding Process for Doc. 159 Project Work

For the first time, skilled trades will have an established costing process that will consider only the actual wage and costs when bidding on non-strategic project work. Whenever a project that is not normal and historical to the bargaining unit is contemplated, the local union will be given the opportunity to forward a business case to the company. When competitive, this work WILL be assigned to the bargaining unit.

Skilled Trades



From left, UAW-GM bargaining committee members Tom “Hockey Puck” Kurzyniec, Paul Brown, Barry Campbell, Earl Fuller and Frank Rowser, Jr. review proposed contract language.

Production Maintenance Partnership

The bargaining committee revised and strengthened language relative to Doc. 157. Before tasks can be assigned to the operator, it will successfully satisfy the Tasking Logic Tree and show that it will improve the performance of the overall operations.

Work Assignment Resolution Process

The union won a more expedited resolution process for skilled trade work assignment issues such as lines of demarcation. The new process will allow the local union to refer the matter to the national parties if they, along with their regional representative, are unable to resolve the issue. If the matter still goes unresolved, the local union maintains the right to file a formal grievance appeal.

Long Term Viability for the Engineering Sites

The bargaining team was able to secure language that will provide long-term job security for our members at the UAW-GM Engineering facilities. These commitments include the pursuit of new investments, early involvement in new technology and the ability to utilize equipment and Skilled Trades members at the other UAW-GM location prior to the subcontracting of work.

Warranties

Warranties have now been added to the Skilled Trades Audit process to address abuses pertaining to warranties and/or extended service agreements. In addition, management has committed to communicate to Global Purchasing and Manufacturing Engineering departments the union’s position relative to warranty durations.



Contractual: Gains and Improvements

Family First Program (Vehicle Purchase Program)

Your bargaining committee successfully negotiated with the company to form a joint committee in which the UAW representative will be able to make suggestions, in the best interests of the membership, regarding improvements to the Vehicle Purchase Program.

Further, the envelopes for the Vehicle Purchase Program Audit letters have been restructured. The letters sent to active and retired members' homes will now have the envelope read in bold print: Vehicle Purchase Program.

holiday and are eligible for holiday pay may request that eight (8) hours be credited to their Vacation Entitlement Allowance in lieu of receiving holiday pay. Eligible employees who work on any designated Christmas period holiday may request that eight (8) hours for each day worked be credited to their Vacation Entitlement Allowance in lieu of receiving holiday pay. Additional time off resulting from the Christmas holiday period may now be utilized, per local plant practice, at any time during and until the end of the following vacation eligibility year.

- Employees will no longer be forced to call in each day for multiple days of absence.
- Changes to step 4 of Doc. 8 will now provide members with the help and resources needed through the Work/Family EAP program.
- No steps of Doc. 8 will be issued while sick leave disputes are being appealed.
- Employees in the Doc. 8 process will have one (1) step removed/reduced from their record.

Additional Time Off (ATO)

ATO may now be used at any time during the following vacation eligibility year.

Employees who work on a designated

Absenteeism (Doc. 8)

We were successful in gaining changes to Doc. 8 that make the administration of this program more reasonable. Here are changes won by the bargaining committee:

Protecting Temporary and Flex Employees

Temporary or Flex employees will be issued a written warning/reprimand for first and second minor shop rule violations, provided they were hired 90 days prior to the violation.

Sunday Double-time Pay Restored Without 40-hour Qualifier

Your bargaining committee won its fight to improve Paragraph 86, successfully restoring double-time pay for time worked on Sunday without having to work 40 compensated hours in a pay period, in accordance with Paragraph 86, with the following exceptions:

- Employees assigned to an alternate work schedule and Sunday is a regularly scheduled

day of work.

- Employees working in a location where a third-shift memorandum is in effect.
- Temporary employees including vacation replacements who have not been compensated 40 hours or more in their work week.
- Temporary employees including vacation replacements when Sunday is a regularly scheduled work day.

Machine Breakdowns Now Count as 40 Hour Work Week

Confirms the calculation of compensated hours as it relates to working as defined by the National Agreement. This applies to any straight time hours lost due to equipment breakdown that results in cancellation of a shift or reduction in shift hours experienced at a facility covered by this agreement.

Attendance Improvement Steps

Step	Absence/ Instance	Action	Time of Record
1	First	First Written Warning	6 Months - Providing no further non-excludable absences; extended by periods of leaves.
2	Second	Second Written Warning	12 Months - Providing no further non-excludable absences; extended by periods of leaves.
3	Third	Referral to EAP Services and Balance of Shift Plus 1 Week Unpaid Time Off	18 Months - Providing no further non-excludable absences; extended by periods of leaves.
4	Fourth	Balance of Shift Plus 2 Week Unpaid Time Off and Required Meeting with Work/Family	18 Months - Providing no further non-excludable absences; extended by periods of leaves.
5	Fifth	Balance of Shift Plus 30 Day Unpaid Time Off	18 Months - Providing no further non-excludable absences; extended by periods of leaves.
6	Sixth	Termination of Employment	



Health and Safety

Your elected bargaining team entered these negotiations knowing that, for decades, our past efforts have produced a health and safety program that is constantly striving to remain one of the best in the industry, but more important, which keeps our membership safe.

In these negotiations your bargaining committees negotiated gains for the membership in the areas of ergonomics, new technology, emergency response teams, safety training, nanotechnology and more. Your negotiators won significant improvements to existing programs including secured commitments from the company to update and improve our current programs and jointly develop a new UAW-GM Safety System.

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.

Annual Audit Process

For the first time the UAW, under the direction of the National Joint Committee (NJC), will develop and discuss strategies for conducting audits at targeted facilities at any time without notification.

Joint Development of UAW-GM Safety Systems

Negotiated for the first time under the 2015 National Agreement, the parties have agreed to be joint partners in developing and implementing the Global Safety Systems in our UAW-represented facilities. The company has also agreed to provide the training, tools and equipment to UAW International Representatives, local Health and Safety Representatives (including Alternates), IH/JETT, T-3 trainers, members of the Skilled Trades safety teams and UAW Special

Assigned. This agreement extends our already solid commitment to safety and strengthens it further to help protect our members at all of our represented facilities.

Sentinel Event Recognition

Sentinel Events are near-miss occurrences that could lead to a serious injury or fatality. The company and the UAW work to actively identify events and risks. The identification of risks and opportunities to eliminate them is viewed as a means to prevent fatalities and injuries at our worksites. To improve communication and to prevent the possibility of similar hazardous situations, the company agreed to provide the joint parties with access to, and training for, the Sentinel Event database for all UAW-GM facilities.

Shared Practices

The parties recognize the significant gains made through our joint efforts in developing and implementing shared safety practices and training in all our UAW-GM facilities. The NJC will encourage the continuous improvement efforts of the local parties. The local parties have the support of the NJC to work together to identify opportunities and improve the overall health and safety of their workforce. This may include health and safety processes that exceed current standards set by the UAW-GM CHR and are consistent with any current federal or state regulations.

Third Party PSRB Participation

At many of our worksites there are UAW-represented third-party service providers working to support our members at the plant. The joint parties agreed that there is a value in involving them in Plant Safety Review Board (PSRB) meetings.

It was agreed that as is appropriate and at the discretion of the Local Key 4 managers and/or chairperson representing these service providers will be encouraged to participate in PSRB meetings.

Health and Safety Conference and Seminars

During these negotiations the parties discussed the existing agreements and how we can best utilize our current Joint Health and Safety Training conferences and Black Lake seminars. As a result of those discussions, the parties concluded that a more innovative approach to the Joint Health and Safety Training Conferences and Black Lake seminars would best provide a more robust learning experience for our UAW-GM Health and Safety professionals. This resulted in an agreement to conduct the Joint Health and Safety conferences and Black Lake seminars in the following manner:

- The Joint Health and Safety Training conference will be held biannually (every two years) at a location mutually agreed to by the UAW Vice President and Director of the GM Department and the GM Vice President of Labor Relations.

Health and Safety Conference and Seminars (Cont.'d.)

- The annual Black Lake Week seminar will continue to occur.

Health and Safety

- An additional Black Lake Week seminar will be scheduled during the off years of the Joint Health and Safety Training conference.
- The National Joint Committee will determine the participants for each conference and seminar.

Health and Safety Doc. 46 Alternates

In the past, the majority of the health and safety training was offered to the plant UAW-GM Health and Safety Representatives. The parties agreed that in order to better prepare the UAW-GM Alternate Doc. 46 Health and Safety Representatives to serve our membership when called upon, Alternate Representatives will now be offered and highly encouraged to attend all health and safety training programs offered at their worksites.

The parties further agreed to provide additional safety training beyond the training offered in their facilities, as designated by the NJC.

Health and Safety Training

In our effort to remain an industry leader in health and safety, the parties agreed that the National Joint Committee (NJC) will determine the need to update UAW-GM Health and Safety systems training materials and training equipment on a continuous basis, and to provide the resources for continuous improvement.

CPR Training for Electricians

There is an inherent risk in all of our Skilled Trades job assignments. In fact, the National Fire Protection Association (NFPA) has recommended that electricians be trained in CPR. To increase the potential for a lifesaving response in the event of an accident, all UAW-GM electricians will be offered CPR/AED/and First Aid Training at

their worksites. The training will be provided by the UAW-GM Safety Trainers who are certified in those disciplines.

Improved Data Access

Prior to this agreement, access to the Joint Activities Website (JAS) was restricted from T-3 Trainers. In our continuing effort to improve our in-plant employee Health and Safety Training Programs, the company has agreed that all UAW-GM T-3 Trainers will now be granted access to the Joint Activities Website (JAS).

New Technologies

The parties recognize the importance of early involvement when it comes to designing processes and equipment with effective health and safety controls, specifically during the prototyping phase of development. The parties agreed that the National Joint Health and Safety Committee will utilize the local Health and Safety teams to monitor new technologies and training needs at each worksite. The joint teams will also notify the NJC to resolve issues including budget requirements, equipment or devices needed, or training resources for new technologies.

Unannounced OSHA Visits

OSHA, as well as other state agencies, have made unannounced and unscheduled visits to our worksites without formally notifying the local joint parties or the national joint parties, resulting in speculation and confusion for our membership. To prevent this happening in the future, the company has committed that through the local joint Health and Safety teams, they will notify the national joint parties of any OSHA on-site visit or employee complaint investigation made by OSHA or an equivalent state agency, as soon as practicable, but no later than by the end of the shift on the day of the interaction.

Emergency Response Teams

During these negotiations, the parties discussed several issues related to plant Emergency Response teams. As a result of these negotiations, the plant PSRB at each worksite will ensure an emergency response plan is in place which addresses all Emergency Response Team (ERT) training, concerns and situations specific to their site. The PSRB will also ensure that the composition of the ERT will include UAW-GM employees on a voluntary basis.

Emergency Response Equipment

In the event of an accident or serious injury inside any of our worksites, a quick response is critical to a successful patient outcome. These negotiations resulted in a commitment from management to provide a dedicated means of medical transport for each of our UAW-GM facilities.

New Ergonomic Analysis Tools

Our joint UAW-GM ergonomics program is one of the best in the industry. Continuing investment in program upgrades and new technologies is critical.

These negotiations resulted in management's commitment to purchase a minimum of six lumbar motion monitors.

These cutting edge, ergonomic analytical tools will allow our JETTAs to gather data that will reduce lower extremity injuries, resulting in a tremendous benefit for the health and safety of our membership. After initial training and analysis at the UAW-GM CHR, the monitors will be available to the plants upon approved request from the NJC.

These negotiations also resulted in a commitment to adopt a "Small Lot Material Handling Standard" that will set guidelines for kitting area design, and establish clear limits of height, weight and force requirements.

Health and Safety

Improvements in Ergonomic Training

Training is a critical element of our UAW-GM Joint Ergonomics Program. In an effort to stay current with changing technologies and to ensure we are following the best practices, these negotiations resulted in a commitment from management to conduct a full review and revision of our initial Practical Ergonomic Training curriculum. In addition, management committed to jointly develop an updated Electronic Risk Factor Checklist and make it available to the plants. The parties also agreed to discuss methods for storage, access and analysis of the electronic data.

IH Technician/Ergonomic Technician

During these negotiations, the parties discussed the enhancement of the roles of the UAW Industrial Hygiene Tech-

nician and the UAW Joint Ergonomics Technician (IHT-JET).

As a result of these negotiations, the parties will commence a six-month study at all UAW-GM facilities to identify potential gaps in standardized work of the IHT-JET Health and Safety Representatives to determine the need for additional plant support. At the conclusion of this study, a recommendation will be made to both the NJC and the plant PSRB for additional support if needed.

Engineered Nanomaterials

While nanoparticles occur naturally in the environment and have been used for decades, the production and use of engineered nanoparticles in manufacturing are on the rise. Because the effects of exposure, if any, are not yet completely understood, the parties have jointly committed to do the following:

- Increase the joint parties' understanding of nanotechnology.
- Jointly participate in related industry working groups and research/academic programs.
- Develop engineering controls, sampling techniques, hazard recognition protocols, etc., if required.
- Share information with the UAW-GM IH subcommittee where hazards are identified.
- Draft a UAW-GM Audit technical standard on engineered nanomaterials within 12 months of the contract.
- Develop and present a training program on hazard recognition, control methods and sampling techniques, if deemed necessary by the NJC, to UAW IHTs and safety representatives within the first 24 months of the contract.
- Utilize UAW IHTs and GM Regional IHs to conduct exposure assessments, with NJC oversight.



From left, Todd McDaniel, chairman, TOP Committee, and committee members Jorge Rodriguez, Barry Campbell, Steve Gajewski, Paul Brown and Tom "Hockey Puck" Kurzyniec discuss proposed contract language during negotiations.

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 membership, and only then on the appropriate dates specified.

The new agreement, if ratified, will run for four years and will expire Sept. 14, 2019.

Work/Family Programs

To better serve the needs of UAW members and their families at General Motors, the union won an important victory in our Work/Family programs. In those discussions, the parties reaffirmed the importance of maintaining employee confidentiality consistent with the provisions of the UAW Work/Family policy and procedures and the UAW-GM Standardization and Program Enhancement Committee (SPEC) manuals. The language commits the company to training, as well as resource and referral services.

Drug Testing/Doc. 27/Falling Rate Theory

In this round of negotiations, the negotiating team discussed the requirement for a baseline marijuana test when returning from a substance abuse-related sick leave. As a result of those discussions the parties agreed, within 90 days of ratification, to jointly prepare an informational handout which will be used by the Doc. 46 Work/Family Representative, in discussions with employees, around the Falling Rate Theory (Marijuana) Testing Process.

Training

All Doc. 46 Work/Family Representatives and Designees will receive certification within 18 months of appointment. Designees will receive an annual training. Doc. 46 Work/Family Representatives will maintain annual professional development training.

Commitment to Diversity Renewed

Renewing its long-standing commitment to diversity, your bargaining committee was successful in improving Diversity Awareness Training. Consistent with this shared vision, the parties agreed to develop a plan to identify action items to improve the content and delivery of the diversity training available to the Local Joint Equal Application Committee. In addition, diversity training will continue to be included in the New Employee Orientation with materials developed by the UAW-GM Center for Human Resources.

Child Care/Elder Care

The parties reaffirmed their commitment to the Work/Family Programs. In order to continue their success, it was agreed that a joint study team be formed to assess the current state of child care and elder care resource and

referral services. It is the understanding between the parties that the team will be formed within 90 days of ratification of the 2015 UAW-GM national agreement. As a part of that assessment, the Joint Study Team will evaluate programs from leading manufacturers across various industries and identify best practices.

Early Intervention

They also recognize that early intervention is the key to solving most behavioral problems. Therefore, negotiators won language that Mental Health Awareness training is now available for Work/Family representatives, committee persons and supervisors.

Improvements in Education and Training Programs

During this set of negotiations your bargaining committee was successful in securing education and training opportunities for our members.

Tuition Assistance Programs (TAP)

Management fought hard to reduce the tuition assistance benefit by eliminating personal enhancement classes and limiting TAP to degree program offerings. However, the union was able to maintain personal enhancement classes and the current level of degree offerings. Bargainers also won the expansion of eligibility for In-Progression to include personal enhancement classes. Your committee also secured the annual \$5,000 maximum benefit for the Tuition Assistance Program (TAP).

Awareness Training

for All Members

Your negotiators were successful in winning commitment from the company to implement an eight-hour educational curriculum that helps UAW members understand the role of our union as an institution, as well as the competitive challenges we, and our nation, face.

Continued Union Involvement in Launch

The parties recommitted to their ongoing support for the UAW-GM Launch Training Process – seeing it as a necessary component to a flawless launch. The process ensures that the launch training coordinators get the

resources, support and training they need to develop and execute the right training, at the right time, for our members.

Enhanced Language on Joint Skill Development and Training

Your negotiators understood both the importance and difficulty of completing agreed upon local training. It was agreed that all locally approved training plans will be measured and reported through all levels of the Business Plan Deployment (BPD) process.

64 holidays over four years; Easter Monday restored

Your bargaining committee worked hard to maintain and restore key holidays with an understanding of the importance of time spent with family and friends to celebrate holidays. As a result, members will now receive the Monday after Easter Sunday as a holiday. Members will also now observe Veterans Day on the actual day of national observance starting in 2016. When Veterans Day falls on a Saturday, the holiday will be observed the Friday before. When it falls on a Sunday, it will be observed the following Monday.

2015-2016

Nov. 16, 2015	Veterans Day
Nov. 26, 2015	Thanksgiving
Nov. 27, 2015	Day after Thanksgiving
Dec. 24, 2015	} Christmas Holiday Period
Dec. 25, 2015	
Dec. 28, 2015	
Dec. 29, 2015	
Dec. 30, 2015	
Dec. 31, 2015	
Jan. 1, 2016	
Jan. 18, 2016	Martin Luther King Jr. Day
Mar. 25, 2016	Good Friday
Mar. 28, 2016	Day after Easter
May 30, 2016	Memorial Day
July 4, 2016	Independence Day
Sept. 5, 2016	Labor Day

2016-2017

Nov. 8, 2016	Federal Election Day
Nov. 11, 2016	Veterans Day
Nov. 24, 2016	Thanksgiving
Nov. 25, 2016	Day after Thanksgiving
Dec. 26, 2016	} Christmas Holiday Period
Dec. 27, 2016	
Dec. 28, 2016	
Dec. 29, 2016	
Dec. 30, 2016	
Jan. 2, 2017	
Jan. 16, 2017	Martin Luther King Jr. Day
April 14, 2017	Good Friday
April 17, 2017	Day after Easter
May 29, 2017	Memorial Day
July 4, 2017	Independence Day
Sept. 4, 2017	Labor Day

2017-2018

Nov. 10, 2017	Veterans Day (Observed)
Nov. 23, 2017	Thanksgiving
Nov. 24, 2017	Day after Thanksgiving
Dec. 25, 2017	} Christmas Holiday Period
Dec. 26, 2017	
Dec. 27, 2017	
Dec. 28, 2017	
Dec. 29, 2017	
Jan. 1, 2018	
Jan. 15, 2018	Martin Luther King Jr. Day
Mar. 30, 2018	Good Friday
April 2, 2018	Day after Easter
May 28, 2018	Memorial Day
July 4, 2018	Independence Day
Sept. 3, 2018	Labor Day

2018-2019

Nov. 6, 2018	Federal Election Day
Nov. 12, 2018	Veterans Day (Observed)
Nov. 22, 2018	Thanksgiving
Nov. 23, 2018	Day after Thanksgiving
Dec. 24, 2018	} Christmas Holiday Period
Dec. 25, 2018	
Dec. 26, 2018	
Dec. 27, 2018	
Dec. 28, 2018	
Dec. 31, 2018	
Jan. 1, 2019	
Jan. 21, 2019	Martin Luther King Jr. Day
April 19, 2019	Good Friday
April 22, 2019	Day after Easter
May 27, 2019	Memorial Day
July 4, 2019	Independence Day
Sept. 2, 2019	Labor Day



From left, UAW GM Department clerical support: Jeanne Fraser, Carol Olson and Della Turner, all members of OPEIU494. Not pictured, Shontel Willis.

UAW 2015 National Negotiating Committee at General Motors



Flores



Browning



Williams



Estrada



Grimes



Lentz



Jones



Campbell



Owen



Raich



Shoemaker



Staten



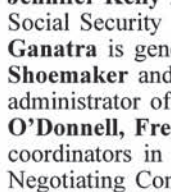
Czape



King



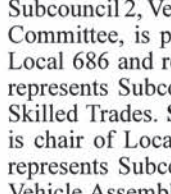
Ganatra



Kelly



Mitchell



Grandstaff



Rivet



Taylor



Hiatt



McDaniel



Campbell



Rowser



Farraday



Fuller



Brown



Rodriguez



Branch



Kurzyniec



Gajewski



Louis



Bradford



O'Donnell



Adams



Moore



Halliburton



Szafranski



Gallagher

This is the UAW-General Motors National Negotiating Committee whose determined efforts, along with those of the UAW General Motors Department, and other UAW professional and technical staff, produced a new, tentative agreement for UAW-GM members. **Dennis Williams** is the president of the International Union, UAW. **Cindy Estrada** is vice president and director of the UAW-GM Department. **Chuck Browning** is the executive administrative assistant to Williams. **Ruben Flores** is director of Strategic Sourcing for Williams. **Mike Grimes** is top administrative assistant to Estrada. **Frank Keatts** is executive administrative assistant to Gary Casteel. **Kris Owen** is administrative assistant to Estrada and co-director of the UAW-GM CHR. **Patti Campbell** and **Steve Raich** are administrative assistants to Estrada. **Jennifer Kelly** is director of the UAW Research Department. **Susanne Mitchell** is director of the UAW Social Security Department. **Steve Grandstaff** is the administrator of UAW-GM Legal Services. **Niraj Ganatra** is general counsel for the UAW. **Bryan Czape**, **Lee Jones**, **Bill King**, **Randy Lentz**, **David Shoemaker** and **Maurice Staten** are assistant directors of the UAW-GM Department. **Doug Taylor** is administrator of the Umpire and Review Staff. **Scott Farraday**, **Brian Rivet**, **Monica Bradford**, **Rick O'Donnell**, **Fred Adams**, **Rin Moore**, **Leslie Halliburton**, **John Szafranski** and **Chris Gallagher** are coordinators in the UAW-GM Department. **Todd McDaniel** is chairperson of the UAW-GM National Negotiating Committee, chair of Local 362 and represents Subcouncil 3, Powertrain. **Barry Campbell** is vice chairperson of the UAW-GM National Negotiating Committee, chair of Local 598 and represents Subcouncil 2, Vehicle Assembly. **Glinder Louis** is recording secretary of the UAW-GM National Negotiating Committee, is president of Local 2406 and represents Subcouncil 1, CCA. **Michael Branch** is chair of Local 686 and represents Subcouncil 3, GMCH. **Paul Brown** is shop committee person of Local 602 and represents Subcouncil 6, Skilled Trades. **Earl Fuller** is chair of Local 160 and represents Subcouncil 6, Skilled Trades. **Steve Gajewski** is chair of Local 2162 and represents Subcouncil 1, CCA. **Danny Hiatt** is chair of Local 292 and represents Subcouncil 3, GMCH. **Tom Kurzyniec** is chair of Local 653 and represents Subcouncil 4, Stamping. **Jorge Rodriguez** is chair of Local 31 and represents Subcouncil 2, Vehicle Assembly. **Frank Rowser, Jr.** is president of Local 909 and represents Subcouncil 3, Powertrain.