



DECEMBER 2023



UAW BCBSM AGREEMENT



Highlights
Inside

A Message from the Secretary-Treasurer



Love and Joy to our Blue Cross Blue Shield Family!

At this time of year, the days may still be getting shorter and darker, but I bring you victory that will brighten all our days for the years to come. Because of the tireless effort of your Bargaining Committee in your negotiations, we can celebrate the holidays and the New Year as a successful entry into higher pay and greater job security. Your hard work supporting each other on the picket lines despite the cold and rain showed BCBS the underlying determination of our bargaining unit members to last **ONE DAY LONGER, ONE DAY STRONGER!**

The BCBS/BCN Negotiating Team brought a historic victory to our sisters and brothers in a far-too-long ignored sector in the UAW. The victory is not just reducing the wage progression to top pay from 22 to 5 years. This also marks a historic sea change from an administration that was willing to settle for 22 years in the first place!

We made significant gains in protecting your work and your jobs. I cannot undo the past, but I make the commitment that the International Union will never again tolerate the vicious destruction of your bargaining unit through outsourcing.

On behalf of the TOP Department, the International Executive Board, your Local Leadership and Bargaining Committee, I would like to thank you for giving us the support necessary to achieve these historic gains.



In solidarity,

Margaret Mock

Margaret Mock
UAW Secretary-Treasurer and
Director of TOP

Message to UAW Members at BCBSM



Greetings Blue Cross Blue Shield of Michigan Family,

On behalf of the 2023 Bargaining Committee, we are pleased to share a summary of the tentative agreement reached with Blue Cross Blue Shield of Michigan. We prioritized the following issues, based on responses from the statewide surveys, to better serve our members.

First: We have achieved substantial economic gains for our members because of our efforts. These enhancements consist of a \$6,500 ratification bonus, an inflation protection bonus of \$1,000 for each year of the agreement and significant wage increases for those in progression and at max rate. We negotiated a reduction in the 22-year wage progression.

Second: We understand the value of providing employees in the Bargaining Unit with the opportunity for alternative work schedules. Considering this, we have included a letter of agreement regarding remote work arrangements, which gives all departments with the ability to offer remote work the green light to do so for members of the Bargaining Unit. We anticipate that this will lead to a more positive work-life balance and higher levels of satisfaction on the job.

Third: Retaining High-Quality Health Care and Benefits has been an overarching goal all through the Negotiations Process. We are happy to report that our premiums have only gone up slightly while keeping the same level of coverage for our BCN Healthy Blue Living, Community Blue PPO 250, and Simply Blue health plans. We have also made sure there are no adjustments made to retiree plans, so those who are entitled to retiree health care can keep it without incurring any additional costs.

Finally, we just wanted to say thanks for sticking with us over the whole negotiation process. The proposed agreement is a direct result of our efforts to get the greatest possible result for all UAW members. We ask that you evaluate the terms of the agreement and take part in the ratification process.

In solidarity,

BCBSM Statewide Bargaining Team



Highlights

- ▶ **Reduced Wage Progression from 22 Years to 5 Years**
- ▶ **Added four \$1,000 Inflation Protection Bonus Payments**
- ▶ **Ratification Bonus of \$6,500**
- ▶ **Stronger Outsourcing Language**
- ▶ **Secured Health & Safety Language**
- ▶ **Broadened Coaching and Development**
- ▶ **Clarified Timeliness on Discipline**
- ▶ **Enhanced Bereavement**
- ▶ **Increased Benefit for Pension**
- ▶ **Improved Work and Family Program**
- ▶ **Improved Health Care**
- ▶ **Added Remote Work Language**
- ▶ **Improved PTO Requests**
- ▶ **Improved Flex Time**
- ▶ **Facilities Management Company Commitment**
- ▶ **Added Roth IRA Contribution Option**
- ▶ **Improved Tuition Assistance**
- ▶ **Increased Promotion Percentage to 7%**
- ▶ **Added Sick Time Extension**

ECONOMIC HIGHLIGHTS

Ratification Signing Bonus

\$6,500 for all employees hired prior to ratification of this agreement.

Inflation Protection Bonus

Employees will receive a \$1,000, inflation protection bonus each year of this agreement.

Bargaining Unit Bonus Plan (BUBP)

Maintained at 2%, 3%, or 6% if corporate goals are met.

Promotional Opportunities

Promotional increase from 5% to 7%

Reduced Wage Progression

- Year 1 (At Ratification): 12 years reach max pay
- Year 2 (May 2024): 10 years reach max pay
- Year 3 (May 2025): 8 years reach max pay
- Year 4 (May 2026): 5 years reach max pay

Roth IRA Contribution Options

Employees now have the option to contribute to a Roth IRA

Defined Pension Program

- Increased from \$60 to \$62 in year (1) one. Year (2) two went up to \$64. Year (3) three went up from \$66 and year (4) four went up to \$68. (For employees hired before 2009)

- Defined Benefit Cash Balance Pension Plan for employees hired after January 1, 2009. (Maintained 6.4% Monthly Pay Adjustment)

Tuition Assistance

- Full-Time Employee: Tuition Assistance Increased to \$4,800 for undergraduate and \$5,000 postgraduate.
- Part-Time Employee: Tuition Assistance increase to \$2,784 for undergraduate and \$2,900 for postgraduate.
- Employees are eligible for reimbursement with a passing grade.
- Removed discipline exclusion for tuition reimbursement.

Work and Family Program

The family care program increased for full-time employees to \$2,350. Part-time employees increased to \$1,363.

Maintained 401(K) Savings Plan

Maintain 50% match of the first 10% of contribution.



NON-ECONOMIC HIGHLIGHTS

Outsourcing Language

- Stronger outsourcing language that gives the union the ability to investigate and find Bargaining Unit work that is being performed by non-bargaining unit employees.
- Secured additional language that prohibits the Company from reducing the current active Bargaining Unit employee total.
- Strengthen job security prohibiting layoff if the Company subcontracts bargaining unit work
- Replace all employment numbers due to any attrition (i.e. retirement, early separation buyout, termination etc.)

Coaching and Development

Broadened the scope of coaching, development and counseling to certain behavioral issues.

Bereavement

Any variation of “Great” is now approved under bereavement.

Discipline

Time frames that the Company can issue discipline have been clearly defined in the contract.

Flex Time

A new flex start time was secured for departments who can accommodate.

- **6:00 am - 7:30 am**
- **7:00 am - 8:30 am**
- **7:30 am - 9:00 am**

Health Care Additions

- Assisted Reproductive Technology Enhanced Benefits (IVF, GIFT, TUFT, NORIF, PROST, TET, ZIFT)
- Acupuncture coverage by a participating licensed provider, up to 20 visits.
- Expanded gender-affirming services.
- Maven Family Building, Maternity Foundation, Parenting and Pediatrics and Menopause

Health & Safety

Secured several pieces of language to ensure and improve that the health and safety protocols are followed including Indoor Air Quality, Hazardous Communication, and Contagious Disease.

PTO Request

Employees are to receive a response, in writing, within three business days on whether approved or not for PTO requests.

Remote Work

- Secured Language that allows for the expansion of the existing pilot to most departments that can participate.
- The requirements to participate shall be established within each department. Employees will be placed in seniority order, whenever possible.
- New hires who are afforded direct placement into remote work, existing employees in those job classifications in the same hiring department and who are eligible will be afforded a special opt-in window concurrent with the new hire class.

Sick Time

In circumstances where the employee cannot provide the completed Employee Notice of Disability Form due to the unavailability of their physician in the timeframe specified, the employee may request an extension with the program administrator prior to the deadline.

Duration and Ratification

- The tentative agreement between the UAW and Blue Cross Blue Shield of Michigan (BCBSM) will be effective upon ratification.
- None of the proposed changes will take effect until the tentative agreement is ratified by most of the UAW BCBSM members covered, and only then on the appropriate dates specified.
- If ratified, the new agreement would run for three (3) years and seven (7) months and would expire at midnight May 1, 2027.

ECONOMIC GAINS

Ratification Bonus: \$6,500 for all employees hired prior to ratification of this agreement.

Inflation Protection Bonus: \$1,000 will be paid in the first pay period after the ratification of this contract and each November thereafter in, 2024, 2025, and 2026 to all active seniority employees at the time of payout.

All employees will receive a minimum of 5% general adjustment in year (1) one and year (2) two of this contract regardless of wage scale or be brought to the minimum of the new wage scale whichever is greater. In years (3) three, and (4) four employees will receive a 4.5% increase in the form of a General (Wage) Adjustment, a Longevity Payment, or both, depending on where the employee's salary falls. Salary Range Adjustments minimums and maximums will be increased by 3% on the first payroll effective date of May 2025.

Service adjustment to Top Rate upon Ratification and May 1st of each year

- Year 1 (At Ratification): 12 years seniority reach max pay
- Year 2 (May 2024): 10 years seniority reach max pay
- Year 3 (May 2025): 8 years seniority reach max pay
- Year 4 (May 2026): 5 years seniority reach max pay

Employees with 5 (five) years or more of seniority will be at the maximum rate within the life of this agreement.

General (Wage) Adjustments & Longevity Payment

	<u>Employees less than the maximum of the salary ranges</u>	<u>Employees at or over the maximum of the salary ranges</u>
Year 1 Upon Ratification	5% Wage Increase	5% Wage Increase
Year 2 - 2024	5% Wage Increase	5% Wage Increase
Year 3 - 2025	4.5% Wage Increase	4.5% Lump Sum of Base Salary
Year 4 - 2026	4.5% Wage Increase	4.5% Lump Sum of Base Salary

Salary Range Examples					
CSRII/PRICER VII (UK) / E (new grade)	Current Pay	First Increase	New Pay	New Minimum	Increase
Minimum	\$18.55	5%	\$19.48	\$22.50	21%
Mid	\$23.21	5%	\$24.37	N/A	5%
Maximum	\$27.88	5%	\$29.27	N/A	5%
CSRIII/FSCS (UL) / F (new grade)					
Minimum	\$19.58	5%	\$20.56	\$23.50	14%
Mid	\$24.67	5%	\$25.90	N/A	5%
Maximum	\$29.76	5%	\$31.25	N/A	5%
CORRESPONDENT CLERK (UG) / B (new grade)					
Minimum	\$15.56	5%	\$16.34	\$18.50	18%
Mid	\$19.11	5%	\$20.07	N/A	5%
Maximum	\$22.66	5%	\$23.79	N/A	5%

Grade	NEW Job Classification Grades	
A	<ul style="list-style-type: none"> Account Clerk I Claims Support Clerk I General Clerk 	<ul style="list-style-type: none"> Materials Processor Receiving Clerk
B	<ul style="list-style-type: none"> Account Clerk II Audit Utility Clerk Claims Support Clerk II Correspondence Clerk Costing Clerk Customer Provider Support Clerk Data Verification Operator Department Secretary Driver 	<ul style="list-style-type: none"> Internal Support Clerk Inventory Control Clerk Machine Operator Maintenance Assistant Materials Distribution Clerk Pricer IV Processor II Recovery Adjuster Utility Clerk
C	<ul style="list-style-type: none"> Account Clerk III Accounting Clerk Claims Support Review Specialist 	<ul style="list-style-type: none"> EDI Support Specialist Eligibility Clerk Unit Leader I
D	<ul style="list-style-type: none"> Account Clerk IV Customer Service Representative I 	<ul style="list-style-type: none"> Pricer VI Recovery Correspondent Analyst

Grade	NEW Job Classification Grades	
F	<ul style="list-style-type: none"> Account Service Rep Accumulator Specialist Complex Issue Resolution Advocate Customer Service Representative III Field Service Specialist Full-Service Claims Specialist Medical Review Specialist Medicare Demand Specialist I 	<ul style="list-style-type: none"> Member Advocate Customer Service Representative PIO Customer Service Representative III Product Coordinator Provider Specialist Specialist Sr Audio Visual Specialist
G	<ul style="list-style-type: none"> Customer Service Representative IV Data Center Computer Operator Graphic Designer Group Leader Joint Programs Liaison Production Control Specialist 	<ul style="list-style-type: none"> Quality Review Representative Sourcing Liaison Specialist-Prepress Scheduling Trainer I Union Chairperson Unit Leader
H	<ul style="list-style-type: none"> Data Center Scheduling Analyst Data Technician Painter 	<ul style="list-style-type: none"> Senior Joint Programs Liaison Trainer 2 Union President
I	<ul style="list-style-type: none"> Carpenter 	<ul style="list-style-type: none"> Pipefitter/Plumber/HVAC Mechanic
J	<ul style="list-style-type: none"> Electrical/Data Technician Facility Specialist 	<ul style="list-style-type: none"> Lead Pipefitter/Plumber/HVAC Mechanic Operating Engineer I
K	<ul style="list-style-type: none"> Data/Electrical Group Lead 	<ul style="list-style-type: none"> Operating Engineer II



WAGE SCALE

Ratification & Year 2 (May 1, 2024)				
Grade	Hourly*		Annualized	
	Min	Max	Min	Max
A	\$18.00	\$22.50	\$37,440	\$46,800
B	\$18.50	\$24.20	\$38,480	\$50,336
C	\$19.50	\$25.00	\$40,560	\$52,000
D	\$21.00	\$26.60	\$43,680	\$55,328
E	\$22.50	\$29.50	\$46,800	\$61,360
F	\$23.50	\$31.01	\$48,881	\$64,500
G	\$24.50	\$33.00	\$50,960	\$68,640
H	\$26.00	\$37.05	\$54,080	\$77,064
I	\$28.00	\$39.75	\$58,240	\$82,680
J	\$30.50	\$42.75	\$63,440	\$88,920
K	\$33.50	\$47.00	\$69,680	\$97,760

Facilities Management Grades Only

* Hourly rates are rounded to the nearest cent.

Year 3 & 4 (May 1, 2025 & 2026)				
Grade	Hourly*		Annualized	
	Min	Max	Min	Max
A	\$18.54	\$23.18	\$38,563	\$48,204
B	\$19.06	\$24.93	\$39,634	\$51,846
C	\$20.09	\$25.75	\$41,777	\$53,560
D	\$21.63	\$27.40	\$44,990	\$56,988
E	\$23.18	\$30.39	\$48,204	\$63,201
F	\$24.21	\$31.94	\$50,347	\$66,435
G	\$25.24	\$33.99	\$52,347	\$70,699
H	\$26.78	\$38.16	\$44,702	\$79,376
I	\$28.84	\$40.94	\$59,987	\$85,160
J	\$31.42	\$44.03	\$65,343	\$91,588
K	\$34.51	\$48.41	\$71,770	\$100,693

Facilities Management Grades Only

(Hourly and Annualized Salary Range Schedule for all Employees 2025)

HOLDING THE LINE ON HEALTH CARE

Active Employee Health Care Premium Sharing & Employee Contribution (For Plan Years beginning January 2024)

BCN Healthy Blue Living HMO				
	Monthly 2024 & 2025		Annual 2025 & 2026	
Employee Only	\$6.00	\$72.00	\$7.00	\$84.00
Employee + Spouse	\$9.00	\$108.00	\$10.00	\$120.00
Employee + Child(ren)	\$8.00	\$96.00	\$9.00	\$108.00
Family	\$12.00	\$144.00	\$13.00	\$156.00

Community Blue PPO 250				
	Monthly 2024 & 2025		Annual 2025 & 2026	
Employee Only	\$20.00	\$240.00	\$21.00	\$252.00
Employee + Spouse	\$35.00	\$420.00	\$36.00	\$432.00
Employee + Child(ren)	\$27.00	\$324.00	\$28.00	\$336.00
Family	\$44.00	\$528.00	\$45.00	\$540.00

Simply Blue with a Health Savings Account	
	Annual*
Employee Only	(\$800)
Employee + Spouse	(\$1,500)
Employee + Child(ren)	(\$1,800)
Family	(\$1,800)

Dental: Maintained dental premiums and benefit levels.

Vision: Maintained vision premiums and benefit levels.

❖ We maintained retiree health care for employees hired before 2009

ACTIVE EMPLOYEE HEALTH CARE COST SHARING

(For Plan Years beginning January 2024)

CB PPO 250		Simply Blue HSA	
	In Network	Out of Network	In Network
Deductible	\$250 / \$500	\$500 / \$1,000	\$1,600 / \$3,200
Coinsurance	10%	40%	20%
Out-of-Pocket	*\$1,000 / \$2,000	*\$2,000 / \$4,000	*\$3,500 / \$6,850
Copay OV/UC	\$30 / \$30	40%	20%
Emergency Room	\$100	\$100	20%
Preventive Care	100% Covered	Not Covered	100% Covered
Pharmacy Retail	\$10 / \$40 / 40%		20%
Pharmacy Mail	\$20 / \$80 / 40%		20%

BCN Healthy Blue Living		
	Enhanced	Standard
Deductible	None	\$250 / \$500
Coinsurance	0%	10%
	(50% for select services)	(50% for select services)
Out-of-Pocket	*\$1,250 / \$2,500	*\$1,250 / \$2,500
Copay OV/UC	\$10	\$20
Emergency Room	\$50	\$100
Preventive Care	100% Covered	100% Covered
Pharmacy Retail	\$5 / \$20	\$15 / \$50
Pharmacy Mail	\$10 / \$40	\$30 / \$100

* Out of pocket maximums include deductibles, copays, and coinsurance amounts



HOLIDAY SCHEDULE

HOLIDAY	2023/2024	2024/2025	2025/2026	2026/2027
Labor Day		Monday Sept. 2, 2024	Monday Sept. 1, 2025	Monday Sept. 7, 2026
Election Day		Tuesday Nov. 5, 2024		Tuesday Nov. 3, 2026
Thanksgiving	Thursday Nov. 23, 2023	Thursday Nov. 28, 2024	Thursday Nov. 27, 2025	Thursday Nov. 26, 2026
Day Following Thanksgiving	Friday Nov. 24, 2023	Friday Nov. 29, 2024	Friday Nov. 28, 2025	Friday Nov. 27, 2026
Christmas Eve Day	Monday Dec. 25, 2023	Tuesday Dec. 24, 2024	Wednesday Dec. 24, 2025	Thursday Dec. 24, 2026
Christmas Day	Tuesday Dec. 26, 2023	Wednesday Dec. 25, 2024	Thursday Dec. 25, 2025	Friday Dec. 25, 2026
Christmas Floating Day	Friday Dec. 29, 2023	Tuesday Dec. 31, 2024	Wednesday Dec. 31, 2025	Thursday Dec. 31, 2026
New Year's Day	Monday Jan. 1, 2024	Wednesday Jan. 1, 2024	Thursday Jan. 1, 2025	Friday Jan. 1, 2026
Martin Luther King Day	Monday Jan. 15, 2024	Monday Jan. 20, 2025	Monday Jan. 19, 2026	Monday Jan. 18, 2027
Good Friday	Friday Mar. 29, 2024	Friday Apr. 18, 2025	Friday Apr. 3, 2026	Friday Apr. 26, 2027
Memorial Day	Monday May 27, 2024	Monday May 26, 2025	Monday May 25, 2026	
Juneteenth	Wednesday Jun. 19, 2024	Thursday Jun. 19, 2025	Friday Jun. 19, 2026	

BCBSM Supplemental

Article 1: Recognition

- Maintained Recognition of each individual Local Union.

Article 6: Representation

- Maintained representation structure with minimal changes.
- Chairpersons are now classified as a G.

Article 8: Seniority

- Maintained the same seniority structure for just BCBSM separate from BCN.
- We have enhanced the requirements for interim job postings.
- Increased the response time from 24 to 48 hours when deciding to accept a promotional opportunity.
- Time spent in training will now be included in the 24-month tenure for CSRs.

LOU 11.5: Structured On-the-Job Training (SOJT)

- Maintained structured on-the-job training as well as placed parameters in the contract to ensure it will be administered properly.

LOU 15.6: Long Term Disability

- Maintained existing language.

Article 27: Joint Programs

- We maintained our Joint Programs structure separate from BCN.

Appendix B: Recognition

- Established a list of all Bargaining Unit jobs.

Appendix C: UAW Job Levels

- Reclassified Job levels.

Appendix D: BCBSM UAW Seniority Units

- Maintained all BCBSM Seniority Units separate from BCN.

DURATION & RATIFICATION

The proposed changes in the agreement between the UAW and BCBSM will not take effect until the agreement is ratified by a majority vote of the bargaining units of UAW Local 1781, Local 2145, Local 2256, Local 2500, and only then on the appropriate dates specified. The agreement, if ratified, would expire at 12:00 a.m. May 1, 2027. This is a summary of the tentative agreement. In all cases the actual contract language will apply.

DUES: A CONSTITUTIONAL MATTER

Dues are determined by UAW Constitutional Convention action and are not a subject of negotiations. Dues are based on the principle that they reflect each member'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.

NOTES

UAW BLUE CROSS BLUE SHEILD BARGAINING TEAM

INTERNATIONAL UNION

Margaret Mock
UAW Secretary-Treasurer

Todd Brien
Executive Administrative Assistant
UAW Secretary-Treasurer's Office

Steve Dawes
Region 1D Director

Scott Zuckschwerdt
Region 1D Assistant Director

LaShawn English
Region 1 Director

Ray Pecoraro
Region 1 Assistant Director

Rod Heard
Administrative Assistant
UAW TOP Department

Joe Cardona
Assistant Director
UAW TOP Department

Renee Turner-Bailey
Administrative Assistant
UAW Social Security Department

Ava Barbour
International Representative
UAW Legal Department

Fernandes Crawford
International Representative
UAW TOP Department

Raenell Glenn
Assistant Director
Communications

Lisa Mayberry-Raymond
Assistant Director
UAW Research Department

Tiffany Johnson
International Representative
UAW Social Security Department

Mennen Gibbs
International Representative
UAW Region 1

Scott Dedic
International Representative
UAW Region 1D

Gary Timmer
International Representative
UAW Region 1D

AMALGAMATED LOCAL 1781

Tina Gates
President

Cheryl Glaspie
Recording Secretary

Erika Nash
Chairperson

Chelette Smiley
Chairperson

AMALGAMATED LOCAL 2145

Janice Hilliard
President

Ed Spang
Chairperson

AMALGAMATED LOCAL 2500

Crystal Gilreath
President

Derrick Jackson
Vice President

Tuawauna Watkins-Hayes
Recording Secretary

Adrian Austin
Chairperson

Aisha Powers
Chairperson

AMALGAMATED LOCAL 2256

Amy Castanon
President

Michele Sickles
Chairperson

**Special thanks to the Advisory Council President Emeritus
Bob King, Susanne Mitchell and Rebecca Suell**