

The Union Difference At BlueOval SK



**What UAW Battery and Ford
Workers have won.
What Do We Want to Bargain
for at BOSK?**

THE UAW DIFFERENCE AT BLUEOVAL SK

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A Message for BlueOval SK Workers

I joined the UAW back in 1987 at a Mazda plant in Flat Rock, Michigan. Like many of you, I was just looking for a fair shake, a better future for my family and for my brothers and sisters on the line.

Then, in 1992, Ford bought a 50% stake in our plant. We found ourselves working at a joint venture, just like you are now.

We weren't sure how things would shake out. But we came together in our union, and we won the same strong contract that UAW members had at every other Ford plant.

Here at BOSK, the batteries you're building will be the powertrains for Ford's EV fleet. So when the company says you're not Ford workers, I think back to Flat Rock, and I know that's not true.

You deserve the good, safe jobs that UAW members have right up the road at Ford's Louisville plants.

At GM's battery maker, Ultium Cells, the company tried to play the same games that BOSK is playing now. They said there was no way Ultium workers would win the strong pay and safety standards that UAW members have at GM.

The Ultium workers had a different idea. Like you, they got together and they organized. They voted for their union, and they didn't stop fighting until they won the life-changing raises and safety protections of the union contract at GM.

It wasn't easy at Ultium. And now BOSK is doing everything they can to make it hard for you.

They're turning up the pressure in the plant, they're flooding Facebook with propaganda, and they're pulling out all the stops to delay your union election. But they can't hold back the tide forever.

I want you to know that the 57,000 UAW members at Ford have your back. Sticking together, solidarity, is what makes us strong.

We made this highlighter so you can see what we've won together in the union — and what the company is keeping from you by trying to stop you from being UAW members with a union contract.

I encourage you to read through this booklet, ask questions, and share it with your coworkers. Imagine sitting across from management and securing a union contract with improvements to safety, healthcare and pay. It starts by joining with your coworkers in the UAW to build a better life for yourself, your family and your community.

In solidarity,

Chuck Browning

Former UAW Vice President and Director of the Ford Department

BOSK WORKERS DESERVE BETTER

The workers of BOSK, Ford and Ultium are all autoworkers. Whether we work at BOSK in Glendale, Ford in Louisville, or Ultium in Tennessee, we all want a better life for our families, our coworkers and our communities. We've got everything in common, except a union contract.

SAFETY ON THE JOB

When Ultium opened, workers there faced many of the same safety problems we do now. But by forming their union, they won the strongest safety protections in the battery industry. Workers negotiated an Employee Safety Concern and Complaint Process where they can address concerns with hazardous work. That includes a process to object to work if they have a reasonable belief that it poses a safety risk. They also have coworkers who work as full-time safety representatives to enforce the protections they've won in their UAW contract.

PAY AUTOWORKERS DESERVE

Starting pay for Ultium production workers in Tennessee is \$27.72 an hour. After three years, they top out at \$36.62 an hour, while we're stuck at \$28.00 top out. UAW skilled trades members at Ultium start at \$39.30 an hour and reach top rate as soon as they complete their apprenticeship. In March 2028, they'll be making \$45.41. Maintenance technicians at BOSK top out at \$38.00, and the rate is up to management discretion. All UAW Ultium pay includes the estimated cost-of-living adjustment members get so wages keep up with inflation, and skilled trades pay includes the \$1.50 an hour tool allowance they receive.

QUALITY AFFORDABLE HEALTH CARE

UAW autoworkers at Ford and Ultium don't pay a dime in premiums or deductibles and have some of the best health care coverage in the country.

PROFIT-SHARING

At Ford and Ultium, UAW members get a share of the profits they make. For 2024, full-time UAW-Ford members will get profit-sharing checks of \$10,208 in addition to their regular pay. Ultium workers get a share of GM's profits, so full-time UAW members at Ultium will get \$14,500.

TIME OFF

A union contract means you get an opportunity to negotiate for a work-life balance so you can have both a decent life on the job and time off



to be with your family. In addition to 19 holidays like the Fourth of July and Christmas, UAW members at Ford can earn up to 200 hours vacation time per year.

JOB SECURITY

When Ultium workers negotiated their union contract, they won the strong job protections that UAW members at GM enjoy. They cannot be laid off from their job to make room for someone transferring into Ultium. In the unlikely event that their new plant closes, Ultium workers can transfer to other GM plants that do have openings. If there ever are layoffs, UAW members at Ultium would get Supplemental Unemployment Benefits, also known as "SUB pay," for two years. They get fully paid health care coverage for two years and SUB pay that averages 95% of an employee's after-tax pay in the first year and less the second year.

RESPECT

At BOSK, we don't have a contract. The company handbook is not a legally binding document. As we have already experienced, the company can change the terms of that document at any time that they want. At Ford and Ultium, workers have a legally binding contract, a grievance procedure that enforces the contract, and the right to address problems at work as equals with management.

RETIREMENT

At Ford and Ultium, UAW members have one of the top retirement plans in the country, with a 10% employer contribution to their 401(k) and \$1 an hour on top of that. Over a career, that adds up to hundreds of thousands for a secure retirement.

HEALTH & SAFETY

The workers at Ultium Cells faced many of the same safety problems we do now. Too little information about the chemicals they were working with, a lack of proper PPE, and no good way to communicate their concerns to management.

Even though they were hired to make batteries for General Motors, the company said they weren't entitled to the same safety standards that GM workers had in their UAW contract. The Ultium workers saw the company wasn't putting safety first, so they organized their union to make it happen.

HIGH RISK & LOW PAY

Hazardous Conditions and Low Wages Show Standards Must Be Raised at Battery Cell Plants Getting Billions in Taxpayer Dollars



The Ultium workers in Lordstown, Ohio, published a report about the safety problems at their plant, "High Risk & Low Pay." It documented the hazards they faced — and the potential danger to the community if something went wrong.

The workers put Ultium on notice that they weren't going to be ignored. Workers have a right to go home safe to their families, without fear of chemical exposures. They fought for their rights, voted for their union, and negotiated a contract with the strongest safety protections in the EV battery industry.

WHAT WE CAN WIN IN OUR UNION | HEALTH & SAFETY

WINNING SAFE JOBS AT ULTIUM & FORD

Although we work with hazardous chemicals, our work doesn't have to be dangerous. UAW members at Ultium and Ford have won union contracts that set the standard for safety in the auto industry. Here's what they've won and what we can too.

Protections Against Chemical Exposures

UAW members at Ultium have a powerful voice to protect themselves from chemical exposures. Under the union contract, there is a Chemical Control Committee (CCC) that includes UAW members and management. The CCC reviews chemicals used in the plant, and the UAW participates in all discussions held between the EPA and Ultium Cells. Whenever the company communicates with the EPA about a chemical regulated under the Toxic Substances Control Act (TSCA), management must review that communication with the UAW in advance. The UAW is also a full partner in the submission of pre-manufacture notifications and significant new use notifications under TSCA.

Worker Health & Safety Representatives

At Ultium, UAW members have coworkers who serve as full-time health and safety representatives in their plant. These worker-representatives spend all their time ensuring that the company meets the health and safety standards in the UAW contract. If Ultium is falling short, UAW members have the power in their contract to make things right. Union members also sit on a Safety Review Board that meets with management on a regular basis to discuss concerns and continuously improve employee health and safety.

Refusal of Hazardous Work

A worker who has a reasonable belief that their work assignment may result in serious physical injury, including illness, can object through the process won in the Health and Safety Issue Resolution Procedure. The UAW contract at Ultium empowers members to make their jobs safe.

Safety Control Systems (SCS)

Before Ultium workers won their union contract, there were some scary accidents where Lockout/Energy Control procedures failed at the Lordstown plant and workers were injured. They addressed that problem in their UAW contract by giving workers input into designing processes and equipment with effective health and safety controls. Now workers help integrate Safety Control Systems (SCS) where motion hazards are present into the Lockout/Energy Control procedures. They're involved in an initial task-based risk assessment (TaBRA) on any process where SCS may be appropriately used.

Research to Keep Workers Safe

In the Ford contract, UAW members won funding from the company to research the health and safety of workers exposed to epoxy resins, thermal decomposition products and isocyanates. The union also ensured that Ford will participate in a national safety study of engineered nano materials. Every worker should know if their job poses a risk and how to eliminate the danger.

LIFE-CHANGING WAGE INCREASES

UAW production workers at Ultium have a three-year progression to top pay, and top pay increases every year. See the charts below for production and skilled trades pay rates — and see what you could be making with a UAW contract.

New Hire Wage Path at BOSK vs. Ultium*

	March 2025	March 2026	March 2027	March 2028
BOSK Production Operator	\$23.50	\$24.50	\$25.50	\$27.00
UAW-Ultium Production Worker	\$27.72	\$33.26	\$34.61	\$36.62

NOTES: BOSK production operators make \$21/hr. during their 90-day probation, then take 3 years to reach top rate. UAW-Ford and UAW-Ultium production workers reach top rate 3 years from their start date.

	March 2025	March 2026	March 2027	March 2028
BOSK Maintenance Technician	\$32.00	?**	?**	?**
UAW-Ultium Skilled Trades	\$39.30	\$41.29	\$42.98	\$45.41

NOTES: BOSK maintenance technicians have a 3-year progression to top-rate, which is determined by management and not guaranteed. UAW-Ford and UAW-Ultium skilled trades start at top rate after completing apprenticeship.

* Charts do not show BOSK’s half-year step increases.

** Determined at management’s discretion and not guaranteed.

Pay of UAW-Ultium Members Currently at Top Rate*

	UAW-Ultium Production Worker	UAW-Ultium Skilled Trades
March 2025 Top Rate	\$31.97	\$39.85
March 2026 Top Rate	\$33.26	\$41.29
March 2027 Top Rate	\$34.61	\$42.98
March 2028 Top Rate	\$36.62	\$45.41

NOTES: Both the UAW Production and Skilled Trades pay rates include the negotiated annual wage increases and the estimated Cost-of-Living Adjustment for each year. The Skilled Trades pay rate also includes the \$1.50/hour tool allowance each skill trades member receives.

* Charts do not show BOSK’s half-year step increases.

WHAT WE CAN WIN IN OUR UNION | BETTER PAY

WHAT IS COLA?

COLA, or Cost of Living Adjustment, is how UAW contracts protect workers from falling behind when inflation goes up. First negotiated in 1948, it has provided income protection for millions of autoworkers. At BOSK, we would decide if we want to fight for COLA during our contract negotiations.

Here's how it would work: COLA is an amount added to your hourly rate, on top of your base wage. COLA is calculated quarterly using a negotiated formula based on changes in the Consumer Price Index ("CPI") published by the U.S. government and it's included in your paycheck.

The COLA formula at Ultium is estimated to add an additional \$1.78 per hour to Ultium workers' wages through April 2028. This estimate is based on a

2.4% average annual inflation increase derived from the Wall Street Journal Economic Survey. **Under this estimate, COLA would provide a total value of around \$8,800 through the end of the Ultium contract.**

But if inflation went higher than that, COLA would go up, too. And even if inflation goes negative and prices start falling, **COLA will never take away from the negotiated base hourly rate on your paycheck.**

At the end of the contract, whatever COLA has added up to, minus five cents, is added into your base wage and that becomes the starting point for the next round of contract negotiations.

BOSK, SHARE THE WEALTH!

What is Profit-Sharing?

At Ford and Ultium, UAW members won language in their contracts that gives them a share of the profits they make.

Under the union contract at Ford, UAW members who worked full-time in 2024 will get a profit-sharing check of \$10,208.

That's on top of the wages and benefits they earned for the year.

When Ultium workers negotiated their contract, they bargained for a share of the profits at their parent company, General Motors. So this year, **full-time UAW members at Ultium will get a check of \$14,500.**



WHAT WE CAN WIN IN OUR UNION | BETTER PAY

EXCELLENT HEALTH CARE COVERAGE

WITH NO PREMIUMS OR DEDUCTIBLES FOR INDIVIDUALS AND FAMILIES

UAW members at Ford and Ultium have some of the best health care coverage in the country. And **they don't pay a dime in premiums or deductibles.**

Imagine if your health care coverage not only greatly improved, but all your health care premium and deductible costs were wiped out. That's thousands more in your pocket.

And better yet? Those costs can't be raised because they're written into the union contract.

The charts below offer a detailed comparison of health care coverage for BOSK workers and Ford UAW members in Louisville.

	UAW-FORD - BLUE CROSS BLUE SHIELD	BLUEOVAL SK - BLUE CROSS BLUE SHIELD OF TENNESSEE			
	National PPO Plan (NPPO)	2025 PPO Plan 1000		2025 PPO Plan 4000	
PLAN HIGHLIGHTS	In-Network*	In-Network	Out-of-Network	In-Network	Out-of-Network
Coinsurance	0% (Plan covers 100%)	20% coinsurance (Plan covers 80%)	40% coinsurance (Plan covers 60%)	30% coinsurance (Plan covers 70%)	50% coinsurance (Plan covers 50%)
Deductible	None	Individual/Family \$1,000/\$1,500	Individual/Family \$1,500/\$2,500	Individual/Family \$4,000/\$8,000	Individual/Family \$8,000/\$16,000
Out-of-Pocket Maximum	Not applicable	Individual/Family \$3,500/\$6,500	Individual/Family \$9,500/\$18,500	Individual/Family \$5,000/\$10,000	Individual/Family \$15,000/\$30,000
MONTHLY PREMIUM COSTS					
Employee Only	\$0.00	\$111.94		\$78.75	
Employee + Spouse	\$0.00	\$235.06		\$105.00	
Employee + Child(ren)	\$0.00	\$204.84		\$105.00	
Family	\$0.00	\$339.72		\$157.50	
BENEFIT SERVICES					
Primary Care Doctor Visit	\$20 copay	\$20 copay	40% after deductible	\$40 copay	50% after deductible
Specialist Visit	\$20 copay	\$40 copay	40% after deductible	\$50 copay	50% after deductible
Emergency Room Care	\$100 copay	\$150 copay	\$150 copay	30% after deductible	50% after deductible
Inpatient Services	Covered 100%	20% after deductible	20% after deductible	30% after deductible	30% after deductible
Preventative Care Screenings/Immunizations	Covered - 100%	Covered - 100%	40% after deductible	Covered at 100%	50% after deductible
Outpatient Mental Health or Substance Abuse Services	Visits 1-20: covered 100%, Visits 21-35: covered at 75% up to \$20 maximum copay, Visits 36+: covered with \$20 copay (visit count resets every calendar year)	\$20 copay: Unlimited visits per benefit period	40% after deductible	\$40 copay: Unlimited visits per benefit period	50% after deductible
Inpatient Mental Health or Substance Abuse Services	Covered - 100%	20% after deductible: Unlimited days per benefit period	40% after deductible	30% after deductible: Unlimited days per benefit period	50% after deductible
Outpatient Physical & Occupational Therapy	Covered - 100%	\$50 copay: 30 visits per therapy	40% after deductible	\$50 copay: 30 visits per therapy	50% after deductible
Pregnancy Office Visits, Childbirth and Delivery	Covered - 100%	\$20 copay for office visit and 20% after deductible for childbirth and delivery	40% after deductible	\$50 copay for office visit and 30% after deductible for childbirth and delivery	50% after deductible
PRESCRIPTION DRUGS					
Generic Drugs	\$6 copay	\$10 copay	40% after deductible	\$10 copay	50% after deductible
Preferred Brand Drugs	\$12 copay	\$25 copay	40% after deductible	\$35 copay	50% after deductible
Preferred and Non-Preferred Specialty Drugs	\$12 copay	\$100 copay	Not Covered	\$120 copay	Not Covered

* The Ford plan also has an out-of-network benefit with no deductibles or premiums. The out-of-pocket maximum is \$250 individual/\$500 family.

HIGH-QUALITY, AFFORDABLE DENTAL CARE

UAW members at Ford and Ultium enjoy outstanding dental benefits with no premiums or deductibles. In the UAW's PPO and HMO plans, members pay nothing for basic services like fillings. Root canals are covered at 100% and other major services receive at least 70% coverage. BOSK's dental plan provides

just 50% coverage for major procedures. The UAW's comprehensive benefits ensure members get the care they need without financial stress. With high-quality, affordable dental care, UAW members can stay healthy and keep more money in their pockets.

	UAW-FORD & UAW-ULTIUM DELTA DENTAL PLANS				BOSK BLUE CROSS BLUE SHIELD OF TENNESSEE
	Delta Dental PPO	Delta Dental Premier	Delta Dental Out-of-Network Provider	DeltaCare USA DHMO	BCBST Dental Plan
PLAN HIGHLIGHTS					
Annual Deductible Individual/Family	None	None	None	None	\$50/\$150
Annual Maximum Costs Covered	\$2,200	\$2,200	\$2,200	No Maximum	\$1,500
MONTHLY PREMIUM COSTS					
Employee Only	\$0.00	\$0.00	\$0.00	\$0.00	\$11.18
Employee + Spouse	\$0.00	\$0.00	\$0.00	\$0.00	\$24.60
Employee + Children	\$0.00	\$0.00	\$0.00	\$0.00	\$27.56
Family	\$0.00	\$0.00	\$0.00	\$0.00	\$44.10
BENEFIT SERVICES					
Preventative Services Exams, X-Rays, Cleanings every 6 months	100%	90%	90%	- Routine Oral Exams Covered 100%, no limit - Cleanings Covered 100%, 2 per calendar year - Amalgam fillings, routine extractions, endodontics, periodontics covered 100%	100% Covered
Basic Services (Fillings)	100%	90%	90%	100%	80% Covered
Major Services (Root Canals, Bridges, Oral Surgery)	- Root Canals 100% - Oral Surgery (other than extractions) 90% - Bridgework 70%	- Root Canals 100% - Oral Surgery (other than extractions) 90% - Bridgework 70%	- Root Canals 100% - Oral Surgery (other than extractions) 90% - Bridgework 70%	- Root Canals 100% - Oral Surgery 100% - Bridgework: \$45 - Inlays/onlays: \$45; Crowns: \$0-\$45	50% Covered
Orthodontics	- Children up to 19: 60% covered - Adults: Not covered	- Children up to 19: 50% covered - Adults: Not covered	- Children up to 19: 50% covered - Adults: Not covered	- Children up to 19: 100% coverage for 24 months of comprehensive treatment; enrollee pays \$0 - Adult Orthodontics covered; enrollee pays \$1,995	- Children up to 19: 50% Covered - Adults: Not covered
Orthodontia Lifetime Maximum Costs Covered	\$2,200	\$2,200	\$2,200	Children & Adults: No lifetime maximum	\$2,000

WHAT WE CAN WIN IN OUR UNION | BETTER BENEFITS

MORE TIME WITH OUR FAMILIES

The time we spend with our families is precious.

- **But BOSK has already cut our parental leave – from 12 weeks before Jan. 1, 2025 down to six weeks.**
- **BOSK also backtracked on their promise to let us use our full 80 hours of PTO up front.** Instead, they turned it into an accrual-based system.

At Ford, the company has to live up to its word because UAW members have a contract.

- **UAW members at Ford get up to 200 hours of annual vacation,** and the company can't go back on that promise.
- **UAW members have 19 paid holidays in addition to their PTO, and if they're ever asked to work on a holiday they get generous overtime pay.**

ONE OF AMERICA'S BEST RETIREMENT PLANS

Many of us came to BOSK looking to build a career here. So we were disappointed when BOSK cut our 401(k) right out of the gate.

At Ford and Ultium, the companies contribute 10% of UAW members' pay to a 401(k) whether or not employees contribute a single cent. And that 10% contribution is written into the UAW contract so the companies can't go back on their word like BOSK did.

The UAW plan is better than over 99.9% of 401(k) plans in America. UAW members at Ford and Ultium get 10% of their straight-time pay up to 40 compensated hours in a weekly pay period, plus COLA contributed by the company to their 401(k), and \$1 an hour on top of that, with no required contribution from the employee. That means in 2024, full-time UAW members at Ultium at top rate got \$8,600 added to their 401(k) before making a single contribution from their paycheck.



WHAT WE CAN WIN IN OUR UNION | BETTER BENEFITS

STRONG IN THE SOUTH

From Tennessee to Kentucky to Texas, Southern autoworkers have been winning with the UAW for decades.

- Right up the road from BOSK, 12,000 UAW members work in Ford's two plants in Louisville. Ford's Kentucky Truck Plant in Louisville is one of the largest auto plants in the world and generates \$25 billion in revenue building highly profitable trucks and SUVs.
- Since 1990, General Motors has been making cars in Spring Hill, Tennessee. GM doubled down on Tennessee in 2021, when it announced plans to build its second Ultium battery plant in Spring Hill. The Ultium workers there organized with the UAW and just won a union contract with the same strong safety standards as GM workers.
- GM's biggest assembly plant in America is in Arlington, Texas. Altogether, more than 7,000 UAW members work at GM facilities in the South.



WHAT WE CAN WIN IN OUR UNION | STRONG IN THE SOUTH

JOB SECURITY

BOSK workers are at-will employees. That means management can fire us at any time without giving any reason. If the EV market stops growing, we have no layoff protections and no right to transfer to another plant.

UAW members at Ultium won strong, legally binding job security protections in their contract. If there are layoffs, UAW members have contractually guaranteed protections. If there is a disciplinary issue, they have due process rights and union representatives to fight for them.



BlueOval **SK**

<p>Layoff Protections</p>	<p>If there is a downturn in the EV market, UAW members at Ultium can transfer to other GM plants that have openings. But Ultium workers cannot be laid off to make room for someone transferring into Ultium. If there ever are layoffs, UAW members would get Supplemental Unemployment Benefits, also known as “SUB pay,” for two years. They get fully paid health care coverage for two years and SUB pay that averages 95% of an employee’s after-tax pay in the first year and less the second year. Ultium workers have recall rights, which ensure laid-off union workers are prioritized for rehire based on seniority, protecting jobs when positions reopen.</p>	<p>If there were a layoff at BOSK, we would only receive state unemployment benefits — capped at \$694 a week in Kentucky. To keep health care coverage, laid-off BOSK workers would have to pay the full cost of COBRA ourselves.</p>
<p>Disciplinary Procedures</p>	<p>UAW members have due process rights. If management wants to discipline a worker, they must follow the grievance procedure in the UAW contract that protects every worker’s rights. UAW members have union stewards on the shop floor and full-time union representatives to enforce their rights.</p>	<p>Because we are “at-will” employees at BOSK, there is no legally binding way to fight unfair disciplinary action. As the BOSK Handbook says, “employment with the Company is not for a fixed term or definite period and may be terminated at the will of either party, with or without cause, and without prior notice.”</p>

SCHEDULES THAT VALUE OUR TIME

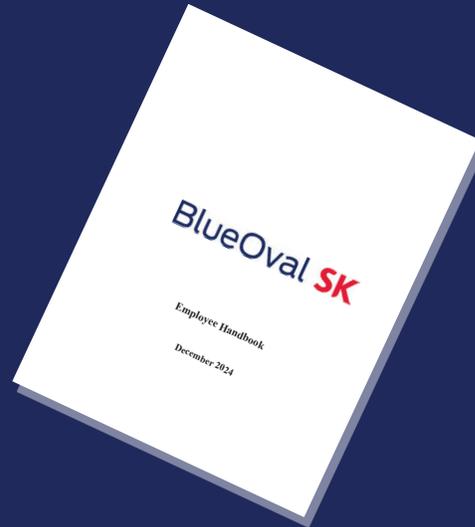
Battery workers are autoworkers, but we have different schedules than assembly plants. So when Ultium workers were negotiating their union contract, they knew they needed special hours and overtime policies. In the UAW, workers get to negotiate local agreements that fit the specific needs of their plant.

Here are highlights of the scheduling victories that Ultium workers won:

- Like at BOSK, the regular working day at Ultium is 12 hours. The standard schedule during a three-day workweek is 36 hours and the standard schedule during a four-day workweek is 48 hours.
- Even on a regularly scheduled 12-hour day, workers get time-and-a-half pay for all hours worked over 10 hours per day.
- If a UAW member at Ultium is asked to work on their first and/or second Regular Day Off, they’re paid time-and-a-half for all hours worked.
- If a UAW member at Ultium works on their third and/or fourth Regular Day Off, they get double-time pay for all hours worked.
- All unscheduled overtime is voluntary.

WHAT WE CAN WIN IN OUR UNION | RESPECT AT WORK

UAW CONTRACT VS. BOSK HANDBOOK



The most important lines in the BOSK Handbook are in the “Employee Acknowledgement” section. BOSK tells us to “understand that nothing contained in the Handbook may be construed as creating a promise of future benefits or a binding contract with the Company for benefits or for any other purpose. I also understand that these policies and procedures are continually evaluated and may be amended, modified or terminated at any time.”

That means BOSK can slash our pay, our benefits, our PTO or anything else whenever they want.

Unlike the BOSK Handbook, the UAW contracts that workers negotiated at Ford and Ultium aren’t flimsy pieces of paper, they’re legally binding agreements. Everything that UAW members at Ford and Ultium have won — the strong safety protections, the good pay and benefits, the job security — is guaranteed in their contracts. And those contracts are negotiated by coworkers they elected and voted on directly by the members, so they reflect the priorities of workers, not the whims of management.

When workers organize, companies often try to confuse us by saying that we might lose benefits if we unionize. Nothing could be further from the truth. In fact, when workers win their union, the Company cannot unilaterally change working conditions while they’re bargaining for their contract. Building our union is how we win more.