



August 28, 2025

UAW GE members,

We are writing with an update on the final hours of negotiations.

In the last 48 hours of negotiations your bargaining committee worked around the clock to secure a strong contract. Unfortunately, the company did not match us with the same seriousness and met with us for fewer than two hours in total. They dragged their feet until the final hour and made only one serious response to your demands during that time. Instead of bargaining, they were more interested in writing a misleading letter filled with asterisks and omissions, to divide the membership and undermine our solidarity.

In the early morning, we've heard some members ask why we couldn't just take a pattern deal and accept the IAM contract. There are crucial issues, especially job security, that the IAM contract simply does not address. Throughout these negotiations, the company has hinted that their goal is to make Erlanger replaceable by calling us a "single point of failure." They have informed us that they are planning to establish multiple new trade zones, raising the possibility of additional distribution centers that puts our location in jeopardy. Earlier in negotiations, the company was even demanding a decrease in our layoff protections, which raised serious questions about their intentions for our sites. As you'll see below, in the final hours the company tried to force us to accept dangerous language and a short 3-year contract, despite agreement between parties on 4 years or more throughout negotiations. Their final offer left our future in doubt and they are still trying to jam massive concessions on healthcare down our throat. We are unwavering on job security.

Never forget that because of your hard work and sacrifice, this company can easily meet your demands without seeing a dent in their massive profits. Between 2022 to 2024, GE Aerospace has reaped record profit of \$17 billion and paid out over \$16 billion in shareholder distributions. Over the last three years, GE CEO Larry Culp was given a 985% pay increase and just this year he made \$89 million in compensation. GE Chief Human Resources Officer Christian Meisner, who wrote the misleading letter to all of you, received over \$5 million in total compensation last year—that's far more than the total cost for the company to cover 100% of our annual healthcare coverage.

You elected your bargaining committee to win a contract that recognizes the work you do. We have been actively updating all of you throughout negotiations—and will continue to be completely transparent with all of you moving forward. Never forget that management speaks for the CEO and the company's shareholders. We have filed multiple Unfair Labor Practice charges and as a result, this is a protected strike for all of our members, including probationary employees. Our mission is to stay united and not fall for the company's tactics of fear and division.

In solidarity,

UAW Local 647 President Brian Strunk and the GE Aerospace-UAW Bargaining Committee

Below is a summary of where the UAW stands versus management on core issues as of August 28, 2025.

	<u>Company's Last Offer</u>	<u>UAW Current Offer</u>
CBA Term	3 Years	5 Years
GWIs	Year 1: 5% Year 2: 4% Year 3: 3%	Year 1: 7% Year 2: 5% Year 3: 5% Year 4: 3% Year 5: 3%
Job Security	<p>80 new jobs but with lots of strings attached that can easily be manipulated by management (e.g., productivity metrics). The company reserves the right to declare that these increases are “null and void” based on their metrics. They hid this from you in their letter.</p> <p>Minimum headcount, dependent upon a three year deal. A three year contract coincides with the expiration of the lease at Erlanger, putting the location's future in jeopardy.</p>	<p>Minimum headcount for each unit, new work at both locations with no strings attached, and a contract term that gives us a secure future.</p>
COLA	Restoration of the 2011 COLA formula.	Restoration of the 2011 COLA formula.
Healthcare	6% premium increases every year of the contract and increases to copays, deductibles, and prescription drug costs. Some workers would be in a higher tier, increasing premiums by 25%-44% even before premium increases.	No concessions on current healthcare.
Vacation Accrual	<1 yr: 2 wk 3 days pro rated 1-5 yrs: 2 wk 3 days 5-15 yrs: 3 wk 3 days 15-20 yrs: 4 wk 3 days 20-30 yrs: 5 wk 3 days 30 yrs plus: 6 wks	<1 yr: 2 wk 3 days pro rated 1-5 yrs: 2 wk 3 days 5-10 yrs: 3 wk 3 days 10-15 yrs: 4 wks 15-20 yrs: 4 wk 3 days 20-30 yrs: 5 wk 3 days 30 yrs plus: 6 wks
New Holidays	NO NEW HOLIDAYS	Juneteenth paid holiday.
Retirement Security	Additional \$1,200 in 401k contributions over the life of the agreement.	2% increases to 401(k) contributions. \$375 per month supplement to offset cost of retiree healthcare for post-2012 hires.
Right to Strike	Massive concessions on our ability to strike during the life of the contract, including a 30 day notice before striking.	Maintain current language.