



OCT 2023



UAW GM

SALARIED AGREEMENT



Highlights

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UAW GM

SALARIED WORKERS CONTRACT SUMMARY

OCTOBER 2023



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A Message to UAW Members at GM

Dear UAW GM family,

I think we can all agree that this has been a historic round of negotiations. When we say we have made history, we don't just mean our leadership and our national negotiators. We mean we, the UAW. We mean the brave Stand Up Strikers of Local 2250 Wentzville Assembly. Then came the reinforcements, at all our CCA facilities across the country, shutting down the parts depots from California to North Carolina. Soon they were joined by the members of Local 602 at Lansing Delta Assembly. That wasn't enough for GM. So we took out the big guns: Arlington Local 276 put the company on the ropes, and mighty Spring Hill Local 1853 landed the knockout blow.

Everything we did at the bargaining table, every extra hundred million we got the company to give up, was because of you, the members. We send this contract to you because we know it breaks records. We know it will change lives. But what happens next is up to you all.

We set out to do many things that we were told were impossible. We fought like we've never fought before, and we won like we've never won since the days of Walter Reuther. We got back COLA. We brought back a three-year wage progression for hourly production workers. We killed the wage tiers at CCA and GMCH. We brought Subsystems and Brownstown into the Master Agreement.

We also achieved something we were told just weeks ago was impossible: we brought Ultium Cells workers who make electric vehicle batteries for GM into our Master Agreement as well. We have stopped the race to the bottom, and are ensuring that green jobs are good jobs.

When we say it's a record contract, that's not just talk. The gains in this agreement are worth more than four times the gains in the 2019 contract. In fact, the gains in each individual year of this agreement are worth more than the entirety of the gains in the last contract. The 2023 agreement is worth more than the past four contracts combined. It has more in General Wage Increases than GM workers have received in the past 22 years combined.

And it's not just record-breaking. As we've said, this contract will change lives. In a major breakthrough for our salaried members, for the first time ever, the Salaried Bargaining Unit will receive General Wage Increases, and at the same level as our hourly members.

Just as importantly, we did it together. From the International Executive Board and the President's Office to the UAW GM Department, to our national negotiators, our National GM Council, our local leadership, and our rank-and-file members, everyone played a role in securing this victory.

We went into this round of bargaining with the goal of addressing decades of concessions and givebacks. We know that the Stand Up Strike will go down in history. For months we have insisted that "Record Profits Mean Record Contracts," and after standing together, we made good on that demand. While we may not have won everything we wanted, we won more than most people thought was possible. This contract will not only change lives now, but it lays the foundation for even bigger gains in the future. That is why we both whole-heartedly endorse this tentative agreement.

In solidarity,

Shawn Fain, President
International Union, UAW

Mike Booth, Vice President
UAW GM Department



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HISTORIC WAGE INCREASES

For the first time ever, we were able to negotiate General Wage Increases for our Salaried Bargaining Unit. Not only did we get GWIs, we got them every year, and matched our Hourly raises for a total of **25% over the life of the contract**.

We also made history by winning Cost of Living (COLA) for our salaried members at GM, which will further boost the economic gains in this agreement.

GENERAL WAGE INCREASES | 10

DATE	GWl Percentage
October 23, 2023	11%
September 16, 2024	3%
September 15, 2025	3%
September 21, 2026	3%
September 20, 2027	5%

} **25%**

COLA RESTORED | 10

The UAW first negotiated COLA back in 1948 with the purpose of protecting the wages of UAW members against rising consumer prices. COLA remained in place for over 60 years until it was suspended in 2011 due to the Global Financial Crisis.

COLA is calculated quarterly based on changes in the Consumer Price Index (“CPI”) published by the U.S. government and is included in your paycheck on a cents per hour basis.

The COLA formula is estimated to generate \$1.78 per hour over the term of the CBA. This estimate is based on a 2.4% average annual inflation increase derived from the Wall Street Journal Economic Survey. Under this scenario, COLA would provide a total value of around \$8,800 through the CBA term.

COLA also offers strong protection in the case

of extreme inflation like we have seen over the past few years. For example, under a 5% average annual increase scenario (or 20%+ over the CBA term) our COLA formula would generate \$6.25 per hour.

COLA is presented separate from base wages on your paycheck and will increase or decrease based on increases or decreases in the CPI (increases in CPI = inflation, decreases = deflation) but in no circumstance will COLA drop below zero. COLA is included in computing overtime premium, shift/crew premium, all contractual paid time off, and call-in pay.

Consistent with the formula suspended in 2011, a 10 cent quarterly diversion is in place to offset healthcare inflation. At the end of the contract, the total amount of COLA generated will be folded into base wages, premium, all contractual paid time off, and call-in pay.

GAINS FOR SALARIED WORKERS

Discipline Letters | 2

Members will now be notified of and will have access to disciplinary letters filed and entered into the employee's electronic personnel file within three (3) days of the action taken. The remainder of Paragraph (64) will remain the same as previously written.

Advanced Notice to Schedule Changes | 6

The bargaining committee demanded advanced notice of management decisions that would negatively impact the schedules for supplemental on-call nurses: The company agrees to notify the Local Union Chairperson, as far in advance as possible, of any changes, additions or deletions that would impact the schedules of supplemental on-call nurses. The parties also discussed the rates of pay for the supplemental on-call nurses classification and committed to perform an annual compensation review.

Union Protection | 7

Protections for union members in case the company sells any part of the business. During these negotiations, the Union requested the company to agree that any sale of an operation as an ongoing business, with UAW-Represented salaried employees, would require the buyer to assume the 2023 UAW-GM Salaried Master Agreement. The company agreed to do so in the case of any sale during the term of the 2023 Agreement.

Merit & TeamGM Funds Allocation Process Maintained | 8-9

The company attempted to water down the process for allocating the Merit and TeamGM funds. Your Union was able to maintain the process of allocating the funds across all bargaining units within each function. Additionally, the union increased union involvement in reviewing the allocation process by including the Local Union Chairperson and the International Union Servicing Representative.

TRAINING

Union Leadership To Be Trained | 12

The Union won important training opportunities for the Local Union Chairperson. The Chairperson of each bargaining unit will be invited and allowed to attend UAW-GM Health and Safety Training Seminars, UAW-GM Health and Safety Conferences, as well as UAW-GM Key 4 Conferences.

Enhanced Medical Employee Training Opportunities | 13

Full-Time nurses wishing to be trained in Audiometric or Spirometry will be included in the nurse's Individual Development Plan. Additionally, supplemental on-call nurses can now request to be trained in CPR, Audiometric and Spirometry. These requests will be reviewed and prioritized by management.

New Employee Training Enhanced | 14

The company agreed to ensure all new employees have the training and tools necessary to perform their jobs fully, prior to being placed on the assignment.

Understanding Benefits & Dispute Resolution Process | 17

Your negotiators won commitment from the company to include benefit training in "New Hire Orientation". Additionally, a dispute resolution process has been identified.

Education & Development Bonus | 18

The Union fought for and won a "Training and Education" Bonus of \$5,000.

ALLOWANCES

Full-Time Nurses Uniform & Shoe Allowance Increased | 15

Your committee bargained an increase of \$150 in the annual uniform and shoe allowance for full-time health care members.

Supplemental On-Call Nurses Uniform & Shoe Allowance Increased | 16

The company has agreed to increase the uniform and shoe allowance for those Supplemental On-Call Nurses that were compensated more than 300 hours in 2023 by \$100. For those Supplemental On-Call Nurses that were compensated 300 or less hours during 2023, the increase will be \$50.

UAW GM SALARY

This report is based on the tentative agreement negotiated by the UAW 2023 National Negotiating Committee. This is a summary of the tentative agreement. In all cases actual contract language will apply.

84 HOLIDAYS OVER FOUR & A HALF YEARS

Holiday Added

Your bargaining team won Juneteenth as an additional paid holiday. A total of eighty-four (84) holidays will be provided to UAW GM during the proposed agreement. All existing holidays are maintained. When a holiday falls on a Saturday it will be observed on the preceding Friday. When it falls on a Sunday it will be observed the following Monday.

2023-2024

Nov. 10, 2023	Veterans Day Observed
Nov. 23, 2023	Thanksgiving
Nov. 24, 2023	Day after Thanksgiving
Dec. 25, 2023	} Christmas Holiday Period
Dec. 26, 2023	
Dec. 27, 2023	
Dec. 28, 2023	
Dec. 29, 2023	
Jan. 1, 2024	
Jan. 15, 2024	Martin Luther King Jr. Day
Mar 29, 2024	Good Friday
April 1, 2024	Day after Easter
May 27, 2024	Memorial Day
June 19, 2024	Juneteenth Day
July 4, 2024	Independence Day
July 5, 2024	Day after Independence Day
Sept. 2, 2024	Labor Day

2024-2025

Nov. 5, 2024	Federal Election Day
Nov. 11, 2024	Veterans Day
Nov. 28, 2024	Thanksgiving
Nov. 29, 2024	Day after Thanksgiving
Dec. 23, 2024	} Christmas Holiday Period
Dec. 24, 2024	
Dec. 25, 2024	
Dec. 26, 2024	
Dec. 27, 2024	
Dec. 30, 2024	
Dec. 31, 2024	
Jan. 1, 2025	
Jan. 20, 2025	Martin Luther King Jr. Day
April 18, 2025	Good Friday
April 21, 2025	Day after Easter
May 26, 2025	Memorial Day
June 19, 2025	Juneteenth Day
July 4, 2025	Independence Day
Sept. 1, 2025	Labor Day

2025-2026

Nov. 11, 2025	Veterans Day
Nov. 27, 2025	Thanksgiving
Nov. 28, 2025	Day after Thanksgiving
Dec. 24, 2025	} Christmas Holiday Period
Dec. 25, 2025	
Dec. 26, 2025	
Dec. 29, 2025	
Dec. 30, 2025	
Dec. 31, 2025	
Jan. 1, 2026	
Jan. 2, 2026	
Jan. 19, 2026	Martin Luther King Jr. Day
April 3, 2026	Good Friday
April 6, 2026	Day after Easter
May 25, 2026	Memorial Day
June 19, 2026	Juneteenth Day
July 3, 2026	Independence Day Observed
Sept. 7, 2026	Labor Day

2026-2027

Nov. 3, 2026	Federal Election Day
Nov. 11, 2026	Veterans Day
Nov. 26, 2026	Thanksgiving
Nov. 27, 2026	Day after Thanksgiving
Dec. 24, 2026	} Christmas Holiday Period
Dec. 25, 2026	
Dec. 28, 2026	
Dec. 29, 2026	
Dec. 30, 2026	
Dec. 31, 2026	
Jan. 1, 2027	
Jan. 18, 2027	Martin Luther King Jr. Day
Mar 26, 2027	Good Friday
Mar 29, 2027	Day after Easter
May 31, 2027	Memorial Day
June 18, 2027	Juneteenth Observed
July 5, 2027	Independence Day Observed
Sept. 6, 2027	Labor Day

2027-2028

Nov. 11, 2027	Veterans Day
Nov. 25, 2027	Thanksgiving
Nov. 26, 2027	Day after Thanksgiving
Dec. 24, 2027	} Christmas Holiday Period
Dec. 27, 2027	
Dec. 28, 2027	
Dec. 29, 2027	
Dec. 30, 2027	
Dec. 31, 2027	
Jan. 17, 2028	Martin Luther King Jr. Day
April 14, 2028	Good Friday
April 17, 2028	Day after Easter



THE NEGOTIATIONS PROCESS

WHO'S WHO



UAW National GM Council: Elected local leadership at UAW-represented GM facilities represent members' interests on the National Council.

UAW National GM Sub-Councils: National GM Council broken down into departments or divisions (i.e. Skilled Trades, Assembly, CCA).

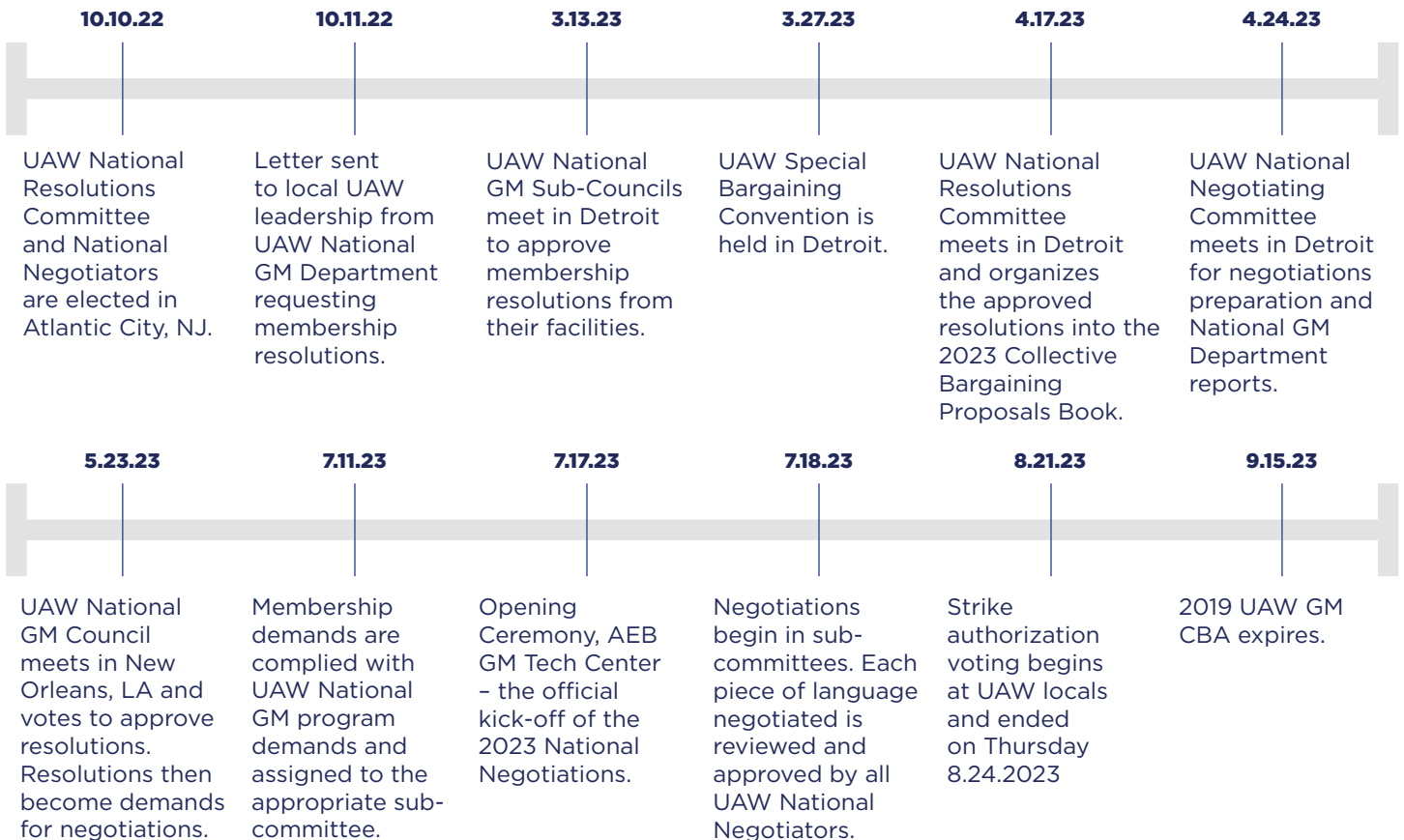
UAW National Negotiators: Local UAW leadership elected within each Sub-Council whose role is to negotiate the national contract.

Negotiations Sub-Committee: Made up of UAW National Negotiators and the UAW National GM Department. Sub-Committees are broken down by subject matter.

UAW National Resolutions Committee: Local UAW Leadership elected with each Sub-Council whose role is to oversee and organize resolutions received from the membership.

UAW National GM Department: International UAW Staff assigned to GM.

TIMELINE



GENERAL MOTORS DEPARTMENT STAFF

Mike Booth, Vice President and Director

Dave Shoemaker
Administrative Assistant

Nicole Current
Top Administrative Assistant

Mike Plater
Administrative Assistant

Todd McDaniel
Assistant Director

Leo J. Skudlarek II
Assistant Director

Jason Beardsley
Assistant Director

Chris Gallagher
Assistant Director

Jeff Walker
Assistant Director

UAW GM NEGOTIATING COMMITTEE

Sub-Council		Local	Sub-Council		Local
1	Arniece Stephenson	1753	3	Rob Egnor	211
2	Wiley Turnage	22	3	Nick Capone	1097
2	Eric Welter	598	4	Ed Smith Chairperson	659
2	Doug Bias Jr.	31	5	Earl Fuller Jr. Recording Sec.	160
3	Tony Mann	668	5	Kenny Hines	276
3	Jeff King Vice Chairperson	14			

COORDINATORS

Andrea N. Morrow
Sean D'Angelo

Dave Matthews
John Szafranski
Amie Coville

Dan Reyes
Monica M. Bradford

STAFF

Derik Jewell
Candice Morrison
Dewitt "Mac" McGowan Jr.
Scott Lubaczewski
Sean Nagoda

Matt Collins
Joanna Bonner
Shawn Cook
Mia Carr

Michael Cox
Brian Fredline
Chris Webb
Steve Gajewski

Rick Toldo III
Matt Slade
Dwayne "Hawk" Hawkins
Barry Campbell

ADMINISTRATIVE STAFF

Della Turner

Mary Leak

Gina Brugilo

PRESIDENT'S OFFICE STAFF

Chris Brooks
Top Assistant

Paul Caucci
Top Assistant

Jason Wade
Top Assistant

Benjamin Dictor
Counsel

Bill Karges
Associate General Counsel

James Britton
Associate General Counsel

Jeff Dokho
Research Director

Matt Uptmor
Administrative Assistant

Renee Turner-Bailey
Social Security Director

Jonah Furman
Communications Director

Max Fazeli
Assistant Director

Bob Mikulan
Assistant Director

Rob Sciotti
Benefits Rep

2023 UAW GM NATIONAL NEGOTIATING TEAM



Brooks



Caucci



Fain



Booth



Current



Dictor



Wade



Plater



Shoemaker



Dokho



Turner-Bailey



McDaniel



Smith



King



Fuller Jr.



Bias Jr.



Mann



Turnage



Egnor



Capone



Stephenson



Welter



Hines



Hilliard



Woodward



Skudlarek II



Beardsley



Gallagher



Walker



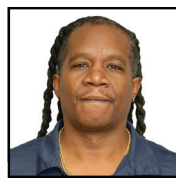
Matthews



Reyes



Bradford



Hawkins



Szafranski

This is the UAW GM National Negotiating Committee whose determined efforts, along with those of the UAW National GM Department, and other UAW staff, produced this tentative agreement. **Shawn Fain** is the President of International Union, UAW; **Mike Booth** is Vice President and Director of the UAW National GM Department; **Nicole Current** is the Top Administrative Assistant to Booth; **Chris Brooks**, **Paul Caucci** and **Jason Wade** are Top Administrative Assistants to Fain; **Benjamin Dictor** is Counsel; **Mike Egnor** is Administrative Assistant UAW GM Department; **Dave Shoemaker** is Administrative Assistant UAW GM Department; **Jeff Dokho** is Director of the UAW Research Department; **Renee Turner-Bailey** is Director of the UAW Social Security Department; **Todd McDaniel** is Assistant Director UAW GM Department; **Ed Smith** is Chairperson, Local 659 Subcouncil 4; **Jeff King** is Vice Chairperson, Local 14 Subcouncil 3; **Earl Fuller Jr.**, is Recording Secretary, Local 160 Subcouncil 5; **Doug Bias Jr.**, Local 31 Subcouncil 2; **Tony Mann**, Local 668 Subcouncil 3; **Wiley Turnage**, Local 22 Subcouncil 2; **Rob Egnor**, Local 211 Subcouncil 3; **Nick Capone**, Local 1097 Subcouncil 3; **Arniece Stephenson**, Local 1753 Subcouncil 1; **Eric Welter**, Local 598 Subcouncil 2; **Kenny Hines**, Local 276 Subcouncil 5; **Takiesha Hilliard**, Local 598 UAW GM Subsystems Council; **Jimmy Woodward**, Local UAW 5960 GM Subsystems Council; **Leo Skudlarek II** is Assistant Director UAW GM Benefits Department; **Jason Beardsley** is Assistant Director UAW GM Health and Safety Department; **Chris Gallagher** is Assistant Director UAW GM Work Family, ADAPT and Training Departments; **Jeff Walker** is Assistant Director UAW GM GMS Department; **Dave Matthews** is Coordinator UAW GM Department; **Dan Reyes** is Coordinator UAW GM Employee Placement Department; **Monica Bradford** is Coordinator UAW GM Work Family Department; **Dwayne Hawkins** International Servicing Rep UAW GM Department; **John Szafranski** is Coordinator UAW GM Training Department