UAW GM SALARIED AGREEMENT

OCT 2023

Highlights

Inside

UNITED FOR A STRONG CONTRACT

RECORD PROFIT. RECORD SALARIES.

ON STRIKE

ON STRIKE

ON STRIKE

ON STRIKE

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ON STRIKE
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.

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

Scan the QR Code for the White Book
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

<table>
<thead>
<tr>
<th>DATE</th>
<th>GWI Percentage</th>
</tr>
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<tbody>
<tr>
<td>October 23, 2023</td>
<td>11%</td>
</tr>
<tr>
<td>September 16, 2024</td>
<td>3%</td>
</tr>
<tr>
<td>September 15, 2025</td>
<td>3%</td>
</tr>
<tr>
<td>September 21, 2026</td>
<td>3%</td>
</tr>
<tr>
<td>September 20, 2027</td>
<td>5%</td>
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</tbody>
</table>

### 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 incase 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.

**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.

**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.
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
  - Martin Luther King Jr. Day
  - Good Friday
  - Day after Easter
  - Juneteenth Day
  - Independence Day
  - Day after Independence Day
  - Labor Day
- Dec. 26, 2023
- Dec. 27, 2023
- Dec. 28, 2023
- Dec. 29, 2023
- Jan. 1, 2024
- Jan. 15, 2024
- Mar. 29, 2024
- April 1, 2024
- May 27, 2024
- June 19, 2024
- July 4, 2024
- July 5, 2024
- Sept. 2, 2024

**2024-2025**
- Nov. 5, 2024: Veterans Day
- Nov. 11, 2024: Thanksgiving
- Nov. 28, 2024: Day after Thanksgiving
- Nov. 29, 2024
- Dec. 23, 2024
- Dec. 24, 2024
- Dec. 25, 2024
- Dec. 26, 2024
- Dec. 27, 2024
- Dec. 28, 2024
- Dec. 29, 2024
- Jan. 1, 2025
- Jan. 20, 2025
- April 18, 2025
- April 21, 2025
- May 26, 2025
- June 19, 2025
- July 4, 2025
- July 5, 2025
- Sept. 1, 2025

**2025-2026**
- Nov. 11, 2025: Veterans Day
- Nov. 27, 2025: Thanksgiving
- Nov. 28, 2025: Day after Thanksgiving
- Dec. 23, 2025
- Dec. 24, 2025
- Dec. 25, 2025
- Dec. 26, 2025
- Dec. 27, 2025
- Dec. 29, 2025
- Dec. 30, 2025
- Dec. 31, 2025
- Jan. 1, 2026
- Jan. 19, 2026
- April 3, 2026
- April 6, 2026
- May 25, 2026
- June 19, 2026
- July 3, 2026
- Sept. 7, 2026

**2026-2027**
- Nov. 3, 2026: Veterans Day
- Nov. 11, 2026: Thanksgiving
- Nov. 27, 2026
- Nov. 28, 2026
- Nov. 29, 2026
- Dec. 23, 2026
- Dec. 24, 2026
- Dec. 25, 2026
- Dec. 26, 2026
- Dec. 27, 2026
- Dec. 28, 2026
- Dec. 29, 2026
- Dec. 30, 2026
- Dec. 31, 2026
- Jan. 1, 2027
- Jan. 18, 2027
- Mar. 26, 2027
- Mar. 29, 2027
- May 31, 2027
- June 18, 2027
- July 5, 2027
- Sept. 6, 2027

**2027-2028**
- Nov. 11, 2027: Veterans Day
- Nov. 25, 2027: Thanksgiving
- Nov. 26, 2027: Day after Thanksgiving
- Dec. 24, 2027
- Dec. 25, 2027
- Dec. 26, 2027
- Dec. 27, 2027
- Dec. 28, 2027
- Dec. 29, 2027
- Dec. 30, 2027
- Dec. 31, 2027
- Jan. 17, 2028
- April 14, 2028
- April 17, 2028

**SALARIED WORKERS SEE HISTORIC GAINS**
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

10.10.22
UAW National Resolutions Committee and National Negotiators are elected in Atlantic City, NJ.

10.11.22
Letter sent to local UAW leadership from UAW National GM Department requesting membership resolutions.

3.13.23
UAW National GM Sub-Councils meet in Detroit to approve membership resolutions from their facilities.

3.27.23
UAW Special Bargaining Convention is held in Detroit.

4.17.23
UAW National Resolutions Committee meets in Detroit and organizes the approved resolutions into the 2023 Collective Bargaining Proposals Book.

4.24.23
UAW National Negotiating Committee meets in Detroit for negotiations preparation and National GM Department reports.

5.23.23
UAW National GM Council meets in New Orleans, LA and votes to approve resolutions. Resolutions then become demands for negotiations.

7.11.23
Membership demands are complied with UAW National GM program demands and assigned to the appropriate sub-committee.

7.17.23
Opening Ceremony, AEB GM Tech Center - the official kick-off of the 2023 National Negotiations.

7.18.23
Negotiations begin in sub-committees. Each piece of language negotiated is reviewed and approved by all UAW National Negotiators.

8.21.23
Strike authorization voting begins at UAW locals and ended on Thursday 8.24.2023

9.15.23
2019 UAW GM CBA expires.
GENERAL MOTORS DEPARTMENT STAFF
Mike Booth, Vice President and Director

Dave Shoemaker
Administrative Assistant
Todd McDaniel
Assistant Director

Nicole Current
Top Administrative Assistant
Leo J. Skudlarek II
Assistant Director

Jason Beardsley
Assistant Director
Chris Gallagher
Assistant Director

Mike Plater
Administrative Assistant
Jeff Walker
Assistant Director

UAW GM NEGOTIATING COMMITTEE

<table>
<thead>
<tr>
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<tr>
<td>1</td>
<td>Arniece Stephenson</td>
<td>3</td>
<td>Rob Egnor</td>
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<tr>
<td>2</td>
<td>Wiley Turnage</td>
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<td>Nick Capone</td>
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<tr>
<td>2</td>
<td>Eric Welter</td>
<td>4</td>
<td>Ed Smith Chairperson</td>
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<tr>
<td>2</td>
<td>Doug Bias Jr.</td>
<td>5</td>
<td>Earl Fuller Jr. Recording Sec.</td>
</tr>
<tr>
<td>3</td>
<td>Tony Mann</td>
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<td>Kenny Hines</td>
</tr>
<tr>
<td>3</td>
<td>Jeff King Vice Chairperson</td>
<td></td>
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</tr>
</tbody>
</table>

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 Mikulcan
Assistant Director

Rob Sciotti
Benefits Rep
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 Caucchi** and **Jason Wade** are Top Administrative Assistants to Fain; **Benjamin Dictor** is Counsel; **Mike Plater** 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