



# UAW

# GENERAL MOTORS

SEPTEMBER 2011

## Highlights

- Jobs, investment and products: Spring Hill, Tenn. – two mid-size vehicles; Warren, Mich. – new transmission program; Romulus, Mich. – new engine program; Wentzville, Mo. – full shift added and new mid-size pickup program; Saginaw, Mich. – castings for next generation engine program; Fort Wayne, Ind. – next generation full-size pickup; compact vehicle at a yet-to-be determined plant.
- Since the bankruptcy, GM committed \$4.6 billion in investment and new products creating 11,800 jobs. In this agreement, we won commitment to create or retain an additional 6,400 jobs, which is \$2.5 billion of investment, including a major victory of bringing in product from Mexico. Additionally, the joint teams identified 760 more potential jobs and 1,400 new jobs for UAW-represented suppliers. This will total approximately 20,000 new jobs since bankruptcy.
- \$5,000 lump sum upon ratification for all employees.
- \$1,000 Inflation Protection lump sums in 2012, 2013 and 2014.
- New annual profit-sharing program with greater transparency and a minimum payment of \$3,500 in 2012 for 2011 profits based on first half reported figures.
- \$250 yearly award for meeting quality targets.
- Wage increases for Entry-Level workers: Group B \$15.78 to \$19.28 at end of the agreement.
- Unlimited \$25 office visits, annual physicals, no cost increases in prescription drugs.
- SUB pay replenished.
- \$10,000 bonus for eligible employees who retire in next two years. Additional \$65,000 bonus for skilled trades who retire/voluntarily quit between Nov. 1 and March 31.
- Skilled trades: 1,300 new apprentices, tooling allowances increased, and return displaced skilled trades from production to their skilled trades classifications. Bidding of both exited skilled trades and janitor work when third-party contracts expire.
- Sourcing moratorium remains intact.
- Reinstated pay-in-lieu vacation provisions.
- \$30,000 modified enhanced relocation, with return home rights.
- Global unions information sharing forum established.

## A message to UAW members at GM

The UAW General Motors National Negotiating Committee entered into this set of bargaining as America struggles with record levels of unemployment and an economy that shows little sign of improvement. GM, like most private and public employers across America, immediately sought givebacks in health care and in our pension plan. With your continued support and solidarity, we stood strong and not only stopped these proposed givebacks, we made important gains for our members in this tentative agreement.

We are enormously proud of our union and the UAW GM National Negotiating Committee. In these uncertain economic times, we were able to win a tentative agreement with GM that guarantees good American jobs at a good American company. When GM was down, our members sacrificed and saved GM. Now that GM is posting strong profits, our members, as a result of this tentative agreement, are going to share in the company's success.

This tentative contract provides jobs for UAW members who have been laid off over the last several years, creates thousands and thousands of new jobs, and brings work back to the USA and UAW GM plants that had been moved to Mexico and other parts of the world.

While new jobs, new investment in our plants, and new products for our plants are the most important components of a secure future for our members, we were also able to make important gains for our members in both income and benefits in this agreement.

In terms of income, we were able to make significant progress toward our ultimate goal of equal pay for equal work by increasing Entry-Level wages to \$19.28 over the term of the agreement. We also won a \$5,000 Signing Bonus, and up to \$4,000 in Inflation Protection and Quality lump-sum payments over the term of the agreement. Another important gain is the strong improvements we made in transparency, simplicity and higher payouts in the profit sharing plan.

In the area of health care benefits, when it seems like everyone in America is getting cuts in benefits and paying higher co-pays and deductibles, we were able to maintain and improve on our current benefits. Most significant for our members, we were able to add unlimited \$25 doctor's office visits! This important improvement is projected to both increase the long term health of our members and reduce overall plan costs. Other improvements are spelled out in this summary.

GM is prosperous because of its workers. It's the workers and the quality of the work you do, along with the sacrifices you've made, that have returned this company to profitability. This tentative agreement reflects the fact that it was UAW members who helped turn this company around.

As representatives of workers, we will always have some differences with GM management. Over and over, we reminded management that no one has a stronger self-interest in the success of GM than UAW GM workers. CEOs come and go, often with huge golden parachutes, management comes and goes, stockholders come and go, but it is our UAW GM members who are here for the long run and have the most at risk if the company fails. It is our members who bust their backs every day making the best vehicles in the world. We appreciate the greater and greater role our members are playing in decision making on quality, health and safety, productivity, in many areas and at every level of the company. We appreciate the recognition of our members' work and sacrifices shown in the gains made in this tentative agreement.

We are extremely proud of the job that was done by the entire UAW General Motors National Negotiating Committee. We employed new strategies and tactics in these difficult economic times. Your bargaining team fought successfully not only to beat back the corporation's attempt to weaken our contract, but also to win major improvements we all can be proud of.

This document summarizes the tentative agreement the UAW has reached with General Motors. Please review it carefully, and go to [www.uaw.org](http://www.uaw.org) to review the entire agreement. And we urge you to vote "YES" in favor of ratification.

In solidarity,

Bob King, president  
International Union, UAW

Joe Ashton, vice president and director  
UAW General Motors Department

## ORGANIZE • BUILD POWER • WIN JUSTICE

# Work brought back from Mexico, \$2.5 billion in new product commitments

Since General Motors emerged from bankruptcy, your union has played an active role in winning new product commitments and investments from the company. GM has invested \$4.6 billion in new products at UAW-represented facilities, creating 11,800 jobs since July 2009. In this round of bargaining, your elected team scored major successes by bringing a significant amount of work back from Mexico and creating or retaining 6,400 jobs through \$2.5 billion in investment in our plants. Additionally, 760 jobs have been identified at existing plants that could be brought back. Another 1,400 new jobs were identified for UAW-represented suppliers. The new product commitments to begin during the life of this agreement translate into good-paying, middle-class jobs in our communities that desperately need them.

Just as important as obtaining new investment is maintaining the work we already perform. Your bargaining team successfully resisted efforts to delete the language on the outsourcing moratorium agreed to in the 2007 negotiations and extended it through the life of this contract.

## **Spring Hill, Tenn., Assembly to reopen and receive two mid-size cars**

The Spring Hill assembly plant will receive two mid-size vehicle programs, one a \$61 million program with 600 jobs created, the other a \$358 million investment with 1,110 jobs created. (This work was originally slated for Mexico.)

## **Wentzville, Mo., wins added shift plus mid-size pickup**

A \$380 million investment means 1,850 jobs will be created and a shift will be added at the Wentzville

assembly plant to produce a mid-size pickup and a full-size van.

## **Warren, Mich., Powertrain gets transmission work**

A new transmission program will be launched at Warren Powertrain, creating 360 jobs through a \$325 million investment. (This work was originally slated for Mexico.)

## **Romulus, Mich., Engine wins new program**

A new engine program has been scheduled for Romulus Engine, creating 285 jobs through a \$385 million investment. (This work was originally slated for Mexico.)

## **Saginaw, Mich., Castings wins investment**

Saginaw Metal Castings Operations will produce castings for a next generation engine program, creating 255 jobs from a \$215 million investment. (This work was originally slated for Mexico.)

## **Fort Wayne, Ind., to build next generation trucks**

Fort Wayne Assembly will receive a \$230 million investment to build the next generation of full-size pickup trucks; 150 jobs were retained or created.

## **Compact car for to-be-determined plant**

More than 500 jobs will be created or retained through the assembly of a new compact vehicle at a plant still-to-be determined. GM will invest \$150 million pending site selection.

## **Joint work teams identify additional work**

Your bargaining team pressed GM on identifying additional work that

could be brought back to UAW-represented GM assembly, stamping, powertrain and CCA facilities. More than 760 opportunities were identified and will be evaluated at the following facilities:

- Arlington, Fairfax, Flint Assembly, Fort Wayne, Lordstown: In-source VAA work.
- Lansing Delta Township: In-source interior parts sequencing work.
- Bedford: Add high-pressure die casting work.
- Defiance: Additional module of semi-permanent mold casting work.
- Flint, Marion and Parma stamping: Under 30-inch parts for a high-volume car and truck program.
- Parma: Metal subassembly work associated with stampings indicated above.

About 630 future job opportunities were similarly identified in the area of electrification in GM plants or U.S. subsidiaries of GM, and will be pursued in the same fashion.

## **Shreveport, La., to close; Janesville, Wis., remains on stand-by**

Under terms of the proposed agreement, a special program will be implemented to wind down operations at the Shreveport assembly facility. The Janesville assembly plant remains on stand-by status.

# Major improvements for Entry-Level workers

## Wage increases for Entry-Level workers add to their base pay

Your elected bargaining committee at General Motors understands the economic difficulties faced by workers hired following the 2007 National Agreement. Negotiators fought for and won increases in base salaries. There are now two production wage rates instead of three. Entry-Level workers will be paid according to the following schedules:

Wages for Existing Entry-Level Employees						
	Group B			Group C		
	Years of Service at Ratification			Years of Service at Ratification		
	Less than 1	1-2	More than 2	Less than 1	1-2	More than 2
At Ratification	\$15.78	\$16.66	\$17.53	\$14.78	\$15.66	\$16.53
At Sept. 15, 2012	\$17.53	\$18.41	\$18.41	\$16.53	\$17.41	\$17.41
At Sept. 15, 2013	\$19.28	\$19.28	\$19.28	\$18.28	\$18.28	\$18.28
<b>Maximum Rate</b>	<b>\$19.28</b>	<b>\$19.28</b>	<b>\$19.28</b>	<b>\$18.28</b>	<b>\$18.28</b>	<b>\$18.28</b>

### Other gains for Entry-Level workers

- Laid-off Entry-Level employees will be made offers to Area Hire Entry-Level openings in seniority order.
- Entry-Level employees are now eligible for all tuition assistance programs, except for personal enhancement courses.

Wages for Future Entry-Level Employees		
	Group B	Group C
	New Hire	\$15.78
After 12 Months	\$16.66	\$15.66
After 24 Months	\$17.53	\$16.53
After 36 Months	\$18.41	\$17.41
After 48 Months	\$19.28	\$18.28
<b>Maximum Rate</b>	<b>\$19.28</b>	<b>\$18.28</b>

## Health care improvements for Entry-Level workers

After much resistance from the company, the UAW was able to negotiate major benefit improvements to the Entry-Level health care program, including:

- Unlimited \$25 co-pay office visits.
- Annual wellness physicals.
- No emergency room or urgent care center co-pay for Entry-Level employees.

### Personal retirement plan

Entry-Level workers hired prior to this agreement will be covered under the supplemental agreement covering the GM Personal Retirement Plan (PRP) for hourly rate employees.

Effective Jan. 2, 2012, PRP benefits will be frozen and transferred into the Personal Savings Plan (PSP).

### Entry-Level PSP and retirement contributions

- Rollover opportunities will be made available for transfer of the PRP to the PSP.
- Entry-Level employees hired prior to the effective date of

the agreement will now receive company contributions of 6.4 percent into the PSP of eligible weekly earnings.

- For Entry-Level employees and all skilled trades workers hired after the effective date of the agreement, the company will contribute 4 percent of their earnings into the PSP.
- Entry-Level employees will continue to receive \$1 per hour up to 40 hours per week in company contributions.

### Entry-Level life benefits

Your UAW bargaining team fought for language that will provide protection for UAW GM Entry-Level members during crucial times of need. Life and disability benefits are a necessity in protecting and providing income to families when they need it the most.

Under the proposed agreement, Entry-Level employees shall be eligible for basic life insurance and extra accident insurance on the first day of employment. Active Entry-Level employees will be

provided with basic life insurance coverage in the amount of \$45,000. The company will provide extra accident insurance in the amount of \$22,500.

Your negotiators were successful in gaining language that provided Entry-Level employees with company-provided life insurance after leaving the company. Entry-Level workers with 10 or more years of seniority, and who are at least 55 years of age at the time of separation from the company, will now be eligible for continuation of \$15,000 in basic life insurance coverage and \$7,500 in extra accident coverage. Work-related death benefits will be based on extra accident insurance at \$22,500.

### Optional and dependent life insurance

In the second quarter of 2012, there will be a four-month premium holiday on optional and dependent life insurance. Entry-Level employees will not have to pay a premium on optional and dependent life insurance for that entire four-month period.

# New lump-sum payments, profit sharing, quality bonus

## *Proposed contract includes significant economic gains*

Your elected bargaining committee made sure UAW members at GM would share in the recent success of the company in many ways, while at the same time keeping GM competitive. Lump-sum payments, a transparent profit-sharing formula and quality bonuses were UAW priorities we achieved.

### Lump-sum payments

UAW-represented workers, both Traditional and Entry Level, who are on the active roll on the effective date of the agreement will receive a lump-sum Settlement Bonus of \$5,000 in the second pay period following official notification to the company of ratification. Workers on temporary layoff, on Family and Medical Leave or various other leaves of absence of not more than 90 days, and workers with retirements processed for an effective date of Oct. 1, 2011, are also eligible.

Eligible workers will also receive \$1,000 lump-sum bonuses on the weeks ending June 10, 2012, June 9, 2013, and June, 8 2014.

### Profit-sharing plan a true 'share in the upside'

The fundamental principle underlying any profit-sharing plan is its ability to provide UAW-represented members at GM a real opportunity to "share in the upside" of the company's success. This means sharing in a meaningful portion of the profits made on vehicles produced or sold in North America, while at the same time ensuring a high level of transparency and consistency in the profit-sharing calculations by closely linking them to the operating results that management utilizes and reports to its shareholders, the investment community and the Securities and Exchange Commission (SEC). To accomplish these goals, our current UAW-GM Profit Sharing Plan has been streamlined and strengthened. In the chart at left are some of the differences between the current profit-sharing program and the one your negotiators at GM crafted and won:

Lump Sum, Quality Performance Bonus and Profit Share Schedule		
Date	Type	Amount
At Ratification	Settlement Bonus	\$5,000
December 2011	Quality Performance Bonus	Up to \$250
March 2012	Profit Share	At least \$3,500*
June 2012	Lump Sum	\$1,000
December 2012	Quality Performance Bonus	Up to \$250
March 2013	Profit Share	To be determined
June 2013	Lump Sum	\$1,000
December 2013	Quality Performance Bonus	Up to \$250
March 2014	Profit Share	To be determined
June 2014	Lump Sum	\$1,000
December 2014	Quality Performance Bonus	Up to \$250
March 2015	Profit Share	To be determined
<i>Total</i>	<i>All</i>	<i>\$12,500*</i>

**\*2012 Profit Share estimate based on first half of 2011 performance.**

**Total does not include profit share in 2013, 2014 or 2015.**

Quality Performance Bonuses are based on fulfillment of targets set by GM Global Quality and reviewed by UAW leadership. It is impossible to predict profit-sharing payouts, but for illustration purposes, if GM maintained \$5 billion in profits for each year of the agreement, UAW GM members would receive \$20,000 in profit-sharing payments over the term of the agreement.

Profit-Sharing Plan Improvements		
	Current Plan	New Plan
Plan Definition	U.S. profits only	Expanded to ALL North American profits
Transparency	Not a publicly reported figure and difficult to verify	Profit figure reported publicly to investors and the government
Formula	Very complex	Easy to understand

The following simplified payout table provides for increasing profit-sharing payouts as GM's profits increase. The profit-sharing formula is based on hours worked, paid on a maximum of 1,850 compensated hours. For example, if GM reports North American profits of \$3 billion, the maximum payout would be \$3,000, but if the reported profits increase to \$5 billion, the payout would likewise increase to \$5,000.

Profits \$Billions			Maximum Payout	Profits \$Billions			Maximum Payout
-	<	1.25	0	6.50	<	6.75	6,500
1.25	<	1.50	1,250	6.75	<	7.00	6,750
1.50	<	1.75	1,500	7.00	<	7.25	7,000
1.75	<	2.00	1,750	7.25	<	7.50	7,250
2.00	<	2.25	2,000	7.50	<	7.75	7,500
2.25	<	2.50	2,250	7.75	<	8.00	7,750
2.50	<	2.75	2,500	8.00	<	8.25	8,000
2.75	<	3.00	2,750	8.25	<	8.50	8,250
3.00	<	3.25	3,000	8.50	<	8.75	8,500
3.25	<	3.50	3,250	8.75	<	9.00	8,750
3.50	<	3.75	3,500	9.00	<	9.25	9,000
3.75	<	4.00	3,750	9.25	<	9.50	9,250
4.00	<	4.25	4,000	9.50	<	9.75	9,500
4.25	<	4.50	4,250	9.75	<	10.00	9,750
4.50	<	4.75	4,500	10.00	<	10.25	10,000
4.75	<	5.00	4,750	10.25	<	10.50	10,250
5.00	<	5.25	5,000	10.50	<	10.75	10,500
5.25	<	5.50	5,250	10.75	<	11.00	10,750
5.50	<	5.75	5,500	11.00	<	11.25	11,000
5.75	<	6.00	5,750	11.25	<	11.50	11,250
6.00	<	6.25	6,000	11.50	<	11.75	11,500
6.25	<	6.50	6,250	11.75	<	12.00	11,750
					>=	12.0	12,000

Members who have more than 1,850 compensated hours will receive the maximum payout. Members who have less than 1,850 hours will receive a prorated payout based on the proportion of their compensated hours to 1,850.

This agreement also shows a strong ongoing commitment to protect the health care benefits of our retirees. The UAW and GM are in the process of addressing the company's accounting, tax, legal and other concerns. Once these concerns are addressed, 10 percent of profit sharing will be diverted to the UAW Retiree Health Care Trust.

In the first half of 2011, GM has reported profits for North America of \$3.5 billion. Based on the payout table, this level of profitability would equate to a payment of \$3,500 for a member with at least 1,850 compensated hours. Based on how GM's full year 2011 profits end up, the actual payment could be higher.

### Meeting quality goals means a new \$250 annual bonus

Your negotiating team emphasized the role our hourly members play in quality and how that helped turning the company around. Quality Performance Payments of \$250 will be made to eligible workers each December if certain targets are met. The targets will be reviewed with UAW leadership and GM prior to their implementation.



**Members of your UAW GM bargaining team review proposed language during negotiations. From left, Rob Jones, Tom Sanders and Ghana Goodwin-Dye.**

# Health care benefits improved, expanded and protected

Health care reform continues to be at the center of national debate from the kitchen table to the halls of Congress. Nearly 50 million people remained uninsured in 2010, and many Americans find their health benefits slashed or eliminated. Health care reform will remain a hot-button issue in today's political climate and one that the UAW will continue to stridently support. The UAW believes that access to affordable and quality health care is a moral right for all. The institution has been a constant champion for health care reform and strongly supports the Patient Protection and Affordable Care Act (PPACA), signed into law by President Obama in 2010.

During this round of negotiations, it was a priority of the union to maintain benefits and negotiate enhanced health care coverage that would supply our members with above-standard care and provide a direct tie-in with the PPACA.

## Prescription drug coverage

The UAW GM bargaining team held firm on no new increases in health care prescription drug costs for the life of the proposed agreement. The team was also able to expand the maintenance drug list.

## Office visits

Effective Jan. 1, 2012, modifications to health care for hourly active employees and their dependents will be provided with unlimited office visits by in-network providers at a \$25 co-payment per visit. Also, an annual wellness physical will be included and paid in full.

Coverage will expand to include an urgent care benefit at participating providers with a co-payment of \$50, and emergency services now also carry a co-payment of \$100 if the patient is not admitted to the hospital for treatment.

## Increased coverage for hyperbaric oxygenation treatment

Outpatient hyperbaric oxygenation treatment will now include the following conditions: diabetic wound care, chronic refraction osteomyelitis, osteoradionecrosis and soft tissue radionecrosis.

## Improved and expanded Lifesteps program

The Lifematch program will continue to be funded through the GM Foundation, and all plants will now be eligible for annual screenings through Lifesteps.

## Wig benefit

The age restriction for wig benefits has been removed with adults now eligible. Wigs and appropriate related supplies for enrollees suffering from the effects of chemotherapy, radiation or other treatments for cancer will now be covered with maximum benefits for the first purchase of a wig set at a \$200 maximum benefit and up to \$125 thereafter.

## Pre-hospice

Coverage for pre-hospice consists of evaluation, consultation, education and support services with a lifetime maximum of 28 visits available prior to the enrollee electing hospice care. Pre-hospice coverage allows concurrent continuation of curative treatment until the enrollee is ready to forgo curative care.

## Hospice

UAW GM members will now be eligible for hospice if life expectancy is 12 months or less (changed from six (6) months). There is a lifetime maximum of 365 days which may be extended through case management. It was previously 210 days.

## Hearing aid coverage

- Expanded hearing aid coverage to include diagnostic testing.
- A Hearing Aid Network will also be implemented that will allow two (2) hearing aids every three (3) years within a \$2,000 maximum benefit structure.

## Physical, occupational and speech therapy benefit expanded

Enrollees are entitled to now receive physical therapy, occupational and speech therapy services provided in a doctor's office setting in addition to all PTO therapy facilities. Diagnosis codes for physical therapy will also be expanded to include things such as wound therapy and debridement.

## Improved dental care coverage

Dental care coverage was upgraded so that UAW GM hourly members now receive composite resins for all fillings when restoring posterior teeth, regardless of surface. Additionally, enrollees at risk for oral cancer or with unresolving oral lesions or ulcerations, will now have coverage for one (1) brush biopsy per calendar year.

Other improvements include:

- Single tooth, endosteal implant with coverage up to 50 percent of cost and subject to the annual maximum.
- Enrollees will now receive one (1) occlusal guard, covered up to 90 percent and subject to annual maximum, every five (5) years instead of just one (1) in a lifetime.

Fluoride trays for patients undergoing radiation therapy treatment for head and neck will now be covered at 100 percent.

# Health care benefits provided under Patient Protection and Affordable Care Act made contractual

On March 23, 2010, President Obama signed into law the Patient Protection and Affordable Care Act (PPACA) health care reform bill. The PPACA gives access to insurance for over 30 million Americans with numerous provisions to take effect over several years and broadens private and public health insurance coverage, including increasing coverage of pre-existing conditions.

With the additional coverage provided because of the PPACA, the UAW negotiated the following additions to the health care program for hourly active employees and their dependents:

## Expanded coverage with PPACA

During this round of negotiations, GM Hourly active workers will now be provided with up to five (5)

well-baby visits for children from 13 months of age through 35 months of age. Within a calendar year, for children ages 36 months through age 17, one (1) well-child visit is allowed.

Additional coverage includes an annual, routine physical exam per calendar year for enrollees age 18 or older. All female enrollees will be provided with annual, routine gynecological exams.

Cholesterol screening coverage has been expanded to include children ages 24 months to 21 years, in addition to men over the age of 35. Screenings will also be provided for men, ages 21 to 35, with potential increased risk of coronary heart disease, and at-risk women over the age of 20.

In addition, specified lab services will now be covered including one (1) abdominal, aortic aneurysm by ultrasound per lifetime, osteoporosis

screenings for women and infectious screenings for all enrollees.

There were also gains in prenatal care with the addition of prenatal screenings, infectious screenings, and consultations regarding healthy diet, breastfeeding and tobacco use. Newborns will now be eligible for developmental screening and evaluation up to age 30 months, along with prevention screening at birth for congenital hypothyroidism, metabolic/hemoglobin, phenylketonuria and sickle cell.

Preventative services and care was expanded to include infectious screenings, autism screening, obesity screening, blood pressure screening and depression screening. These preventative services are covered as part of the routine physical exam and not separate, billable items per the carrier.



*From left, Todd McDaniel, Harold Jackson and Norm Greenfield, all members of the UAW GM National Negotiating Team, discuss proposed contract language during negotiations.*

## Retiree health care

Retiree health care benefits are controlled by the Voluntary Employee Beneficiary Association, or VEBA, which is administered by an independent board of trustees and is not part of the UAW GM collective bargaining agreement. The VEBA board holds regular meetings to assess retiree health care benefits and will keep you informed as progress is made toward finding solutions to health care concerns expressed by UAW GM retirees.

# Information for workers at GM Components Holdings plants

The primary concern for the GM Components Holdings (GMCH) Top Negotiating Team was the four GMHC plants: Delphi Thermal Systems in Lockport, N.Y., Delphi Powertrain in Rochester, N.Y., Delphi Powertrain Systems in Grand Rapids, Mich., and Delphi Electronics and Safety in Kokomo, Ind., to be covered by the terms of the 2011 UAW GM National Agreement.

Throughout negotiations, your bargaining team stood strong and demanded that what was good for GM was also good for GMCH. The team recognized that in matters of economics, their decisions had to be measured and prudent to ensure reward, while protecting their membership by doing everything possible to afford them an opportunity to survive and grow.

Language was negotiated that merges GMCH into the GM unit so that all represented, current GMCH employees shall become subject to the terms of the UAW GM National Agreement, with the following exceptions:

- Production employees are considered Entry Level.
- No Entry-Level hiring limits.
- Production wages frozen as of Sept. 15, 2011.

Old Group under GMCH National Agreement for existing employees	New group under 2011 GM National Agreement	Existing GMCH max rate (Aug. 2011)	Max rate at ratification	Max rate at 9/14/2012	Max rate at 9/14/2013	At end of 2011 agreement
<b>GMCH Group A - new hire</b>	Group B	\$ 18.23	>>>>	\$ 18.41	\$ 19.28	\$ 19.28
<b>GMCH Group A - Traditional</b>	Group B	\$ 20.78	>>>>	>>>>	>>>>	\$ 20.78
<b>GMCH Group B - new hire</b>	Group B	\$ 17.19	\$ 17.53	\$ 18.41	\$ 19.28	\$ 19.28
<b>GMCH Group B - Traditional</b>	Group B	\$ 18.53	>>>>	>>>>	\$ 19.28	\$ 19.28
<b>GMCH Group C</b>	Group C	\$ 16.29	\$ 16.53	\$ 17.41	\$ 18.28	\$ 18.28
<b>GMCH Group D</b>	Group B	\$ 21.91	>>>>	>>>>	>>>>	\$ 21.91

- Skilled trades wages to transition to those in the current UAW GM National Agreement for similar classifications. Fifty-percent of the difference in the rates will be reduced immediately, with the remaining 50 percent reduced in six months from the effective date of the agreement.
- All GMCH employees will transition to GM Entry-Level benefit plans, including SUB and the profit-sharing plan.
- GMCH employees covered under the benefit guarantee agreement dated Sept. 30, 1999, will continue to be covered under the terms of that agreement.
- The 2007 UAW/GM/Delphi transition severance payment is discontinued.
- GMCH employees hired prior to Oct. 18, 1999, with valid flow back applications may flow to GM as a Traditional employee.
- All product commitments made in the 2007 UAW/GM/Delphi MOU Delphi restructuring, as well as any changes made in the 2009 addendum, are reaffirmed.



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# Skilled trades workers can compete for more 'exited' work

*1,300 displaced skilled trades workers to be offered positions*

Your elected skilled trades bargaining team entered negotiations with many goals. At the top of their list was bringing more work for the trades back into the plant and getting positions for the 1,300 displaced skilled trades members. The UAW succeeded in winning both of these goals and other important victories for UAW-represented skilled trades workers at GM.

## Skilled trades can win back previously exited work

Skilled trades won the opportunity to bid for work normally done by outside contractors since 2007 (Document 159). Your negotiators were successful in convincing the company to re-open the skilled trades section of this document so our skilled trades project teams, again, have the opportunity to show we can perform the work faster, safer and more cost effectively than outside contractors.

## Displaced workers to be offered skilled trades positions

The 1,300 skilled trades workers who are either laid off or working in production assignments will be offered a one-time opportunity to rejoin the trades as openings occur under a new program. These opportunities will begin following the special attrition program.

## 1,300 apprentices to be added

The UAW recognized that our future skilled trades workers will be only as effective as our apprenticeship programs. We gained language that called for 1,300 apprentices to be added over the term of the new agreement. If ratified, the first 50 apprentices will begin training this year.

## Apprentice tool allowance increased

Apprentices will now receive \$1,400 to be used for tools, books and supplies, an increase of \$200, over the term of their apprenticeship.

## Apprentice safety enhanced

Apprentices will now require safety supervision by a journeyperson.

## Best practice teams under joint direction

Skilled trades best practice teams will now be under the direction of the UAW-GM National Skilled Trades and Apprentice Committee. New language expands the scope of the teams' work into implementing best practices on maintenance work.

## Subcontracting checklist now mandatory

The company will be required to

use a checklist when determining if a subcontractor should be used. Customer care and after sales facilities were added as locations where subcontracting must go through the checklist procedure, which is designed to give our skilled trades teams complete information on the work being considered for subcontracting.

## Warranty notification reinforced

Your committee won language that reinforces the procedure to notify the union of any warranties on equipment and requires our skilled trades workers to service equipment after an initial 90-day period.

## Retraining requires new term

Extensive re-training brought on by changes in the core trade structure led negotiators to bargain for new terminology, "Journeypersons in Training" (JIT).

Core trades are protected, and the welder classification will be studied.

Your negotiators at GM were successful in resisting company attempts to further reduce classification and won a commitment to study the possibility of a straight welder classification.

# Improvements in Supplemental Unemployment Benefits (SUB)

## SUB calculation

The complexity of the SUB formula has confused our membership since its inception.

Previously, SUB calculation varied from employee to employee, however,

the union secured language that benefits employees by calculating average SUB benefits on a flat rate. The formula of 95 percent of take-home pay minus \$30 equals on average 74 percent of a worker's

gross weekly pay. As a result of these negotiations, the following chart details exactly what the weekly SUB pay rate is for each employee. (See example below.)

## Weekly SUB Pay

### Entry Level

Base Hourly Wage		Regular SUBenefit	
Under	\$ 14.30		\$ 423.28
\$ 14.31 =	\$ 14.50	\$ 423.58 =	\$ 429.20
\$ 14.51 =	\$ 14.70	\$ 429.50 =	\$ 435.12
\$ 14.71 =	\$ 14.90	\$ 435.42 =	\$ 441.04
\$ 14.91 =	\$ 15.10	\$ 441.34 =	\$ 446.96
\$ 15.11 =	\$ 15.30	\$ 447.26 =	\$ 452.88
\$ 15.31 =	\$ 15.50	\$ 453.18 =	\$ 458.80
\$ 15.51 =	\$ 15.70	\$ 459.10 =	\$ 464.72
\$ 15.71 =	\$ 15.90	\$ 465.02 =	\$ 470.64
\$ 15.91 =	\$ 16.10	\$ 470.94 =	\$ 476.56
\$ 16.11 =	\$ 16.30	\$ 476.86 =	\$ 482.48
\$ 16.31 =	\$ 16.50	\$ 482.78 =	\$ 488.40
\$ 16.51 =	\$ 16.70	\$ 488.70 =	\$ 494.32
\$ 16.71 =	\$ 16.90	\$ 494.62 =	\$ 500.24
\$ 16.91 =	\$ 17.10	\$ 500.54 =	\$ 506.16
\$ 17.11 =	\$ 17.30	\$ 506.46 =	\$ 512.08
\$ 17.31 =	\$ 17.50	\$ 512.38 =	\$ 518.00
\$ 17.51 =	\$ 17.70	\$ 518.30 =	\$ 523.92
\$ 17.71 =	\$ 17.90	\$ 524.22 =	\$ 529.84
\$ 17.91 =	\$ 18.10	\$ 530.14 =	\$ 535.76

### Traditional

Base Hourly Wage		Regular SUBenefit	
\$ 27.91 =	\$ 28.10	\$ 826.14 =	\$ 831.76
\$ 28.11 =	\$ 28.30	\$ 832.06 =	\$ 837.68
\$ 28.31 =	\$ 28.50	\$ 837.98 =	\$ 843.60
\$ 28.51 =	\$ 28.70	\$ 843.90 =	\$ 849.52
\$ 28.71 =	\$ 28.90	\$ 849.82 =	\$ 855.44
\$ 28.91 =	\$ 29.10	\$ 855.74 =	\$ 861.36
\$ 29.11 =	\$ 29.30	\$ 861.66 =	\$ 867.28
\$ 29.31 =	\$ 29.50	\$ 867.58 =	\$ 873.20
\$ 29.51 =	\$ 29.70	\$ 873.50 =	\$ 879.12
\$ 29.71 =	\$ 29.90	\$ 879.42 =	\$ 885.04
\$ 29.91 =	\$ 30.10	\$ 885.34 =	\$ 890.96
\$ 30.11 =	\$ 30.30	\$ 891.26 =	\$ 896.88
\$ 30.31 =	\$ 30.50	\$ 897.18 =	\$ 902.80
\$ 30.51 =	\$ 30.70	\$ 903.10 =	\$ 908.72
\$ 30.71 =	\$ 30.90	\$ 909.02 =	\$ 914.64
\$ 30.91 =	\$ 31.10	\$ 914.94 =	\$ 920.56
\$ 31.11 =	\$ 31.30	\$ 920.86 =	\$ 926.48
\$ 31.31 =	\$ 31.50	\$ 926.78 =	\$ 932.40
\$ 31.51 =	\$ 31.70	\$ 932.70 =	\$ 938.32
\$ 31.71 =	\$ 31.90	\$ 938.62 =	\$ 944.24
\$ 31.91 =	\$ 32.10	\$ 944.54 =	\$ 950.16
\$ 32.11 =	\$ 32.30	\$ 950.46 =	\$ 956.08
\$ 32.31 =	\$ 32.50	\$ 956.38 =	\$ 962.00

\* Prorated for incremental amounts on the basis of the employee's highest wage rate in the previous 13 weeks.

## Time limits removed for SUB

Time limits for filing an application for SUB benefits where the actual state system benefit has been issued will now be removed. Our members will no longer be denied SUB for failing to apply on time if unemployment is paid.

## Transfers

Your bargaining team expressed concerns for eligible regular employees that have been denied their initial Unemployment Compensation (UC)

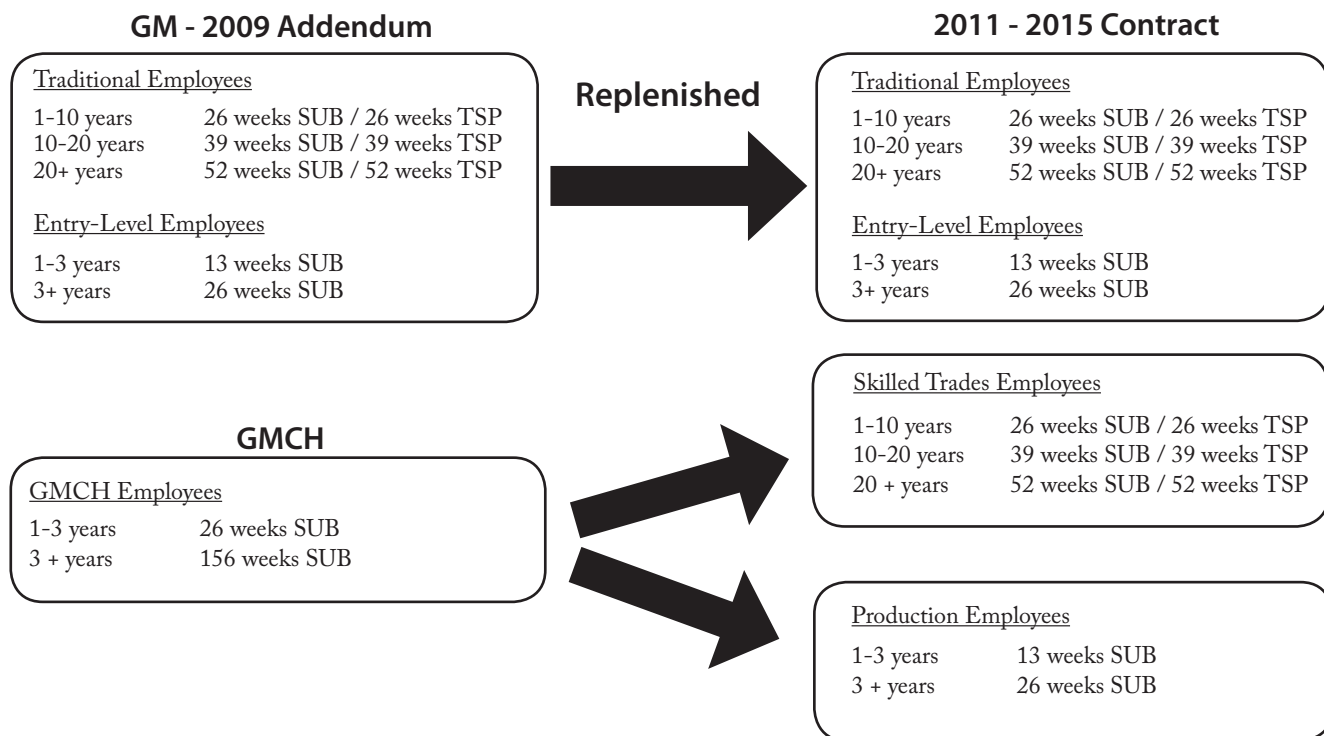
benefit after being transferred to a new state location. The parties agreed that denying a SUB benefit under these circumstances is contrary to the intent of the plan. As a result, the union secured language that protects these workers and provides full SUB pay for a week if the employee is otherwise eligible to receive the benefit. This eliminates employees from being unjustly denied a week's pay during a crucial time of relocation.

## Severe weather condition problem significantly improved

Under the proposed agreement, overtime penalties in relation to time off due to snow days and/or severe weather have been removed in the calculation of SUB benefits regardless of when the work was offered or performed. When severe weather conditions have been approved, overtime provisions will no longer disqualify our members from a full 40-hour automatic short workweek benefit.

# Job Security/SUB Duration

Job Security/SUB duration was a major battle in negotiations. Management took a hard line position and resisted replenishing the weeks of SUB. The UAW remained steadfast in fighting to get these benefits restored and was successful in winning SUB replenishment. Any employee who used SUB credits during the life of the 2009 contract modifications will have SUB credits replenished.



## Education and training remain a priority

Worker education has long been a UAW tradition. During this set of negotiations, your negotiators remained dedicated to that tradition by winning and maintaining a wide array of education and training opportunities and rejecting management's insistence on eliminating or limiting our potential for learning. Your negotiators secured adequate funding to ensure all joint training activities are supported.

### A first: Entry-Level workers win tuition assistance

Your bargaining team understands that Entry-Level workers have

the same desire to continue their education as other workers. That's why they worked hard to win language that expands the Tuition Assistance Program (TAP) to include Entry-Level workers, who now qualify for up to \$5,000 per calendar year of tuition assistance for degree-related courses and up to \$2,200 for job-related course work. Your negotiators also rejected efforts by the company to limit the eligible degrees to those only related to manufacturing.

The committee was also successful in maintaining the current level of TAP offerings and benefit levels for traditional employees.

### New curriculum to be delivered

Your negotiators won a commitment from the company to implement a curriculum that helps UAW-represented workers understand the role of our union as an institution, the competitive challenges faced by the company and the nation as a whole.

### Union involvement in launch

Your bargaining committee addressed the problem of workers not being fully involved in the training for vehicle launches. New language allows union training personnel to be fully involved in all phases of the launch training process, from initial planning to training implementation.

# UAW negotiators keep our voices heard in quality; win significant improvements

Your bargaining team was mindful that our input in the quality process remains a major factor in the turnaround the corporation achieved. Your elected negotiators resisted attempts by the corporation to water down our input in quality issues by having management's Global Manufacturing System (GMS) overtake the duties of the joint Quality Network.

We know that when we have a say in quality, it works best for everyone, especially our customers. Negotiators insisted on and won language that keeps the quality structure in place. The UAW-GM Leadership Quality Council will continue to provide direction and support for the implementation of GMS through its annual Quality Network Objectives and Goals.

## Our suggestions to be heard more efficiently through Web-based reporting

Our suggestions submitted to the Quality Network Suggestion Plan will be heard and acted on much more quickly thanks to new language. Negotiators pressed the company for a Web-based system to allow for faster

and easier submission, processing, tracking and reporting of suggestions made from the shop floor. Within 90 days of ratification, a joint committee will review a Web-based computer system to replace the current system.

## UAW to have say in modernizing communications

UAW members know we have to use new communication methods to change the misguided perceptions about our products and services. Negotiators won language that uses the Quality Network to employ various forms of social media, community events, mobile phone applications, newsletters, open houses, plant tours and internal communications to promote our products and people. The Quality Network Communication Action Strategy will be updated to ensure that social media policies set at the joint Quality Network level are being carried out at the local level.

## Vehicle Promotion and Assistance Contact (VPAC) improved

The VPAC program communications will be transitioned to an

electronic medium to make sure members are quickly notified about sales promotions, vehicle information and vehicle concerns. The company also committed to updating awareness training and manuals for the VPAC program.

## Quality Network Planned Maintenance Study Joint Teams to strengthen relationship between CHR, plants

At the start of these negotiations, the corporation sought to end or limit our input in a number of areas, including Quality Network Planned Maintenance and our input into the Maximo system. Your negotiators rejected this attempt to reduce our input and instead won language that commits the company to a joint study on increasing QNPM's value to the plants. Topics in this study will include but will not be limited to Capacity Assurance Coordinators, Predictive Maintenance Technologies, Maximo and continuous improvement of QNPM to support world-class manufacturing.



**Your UAW GM National Negotiating Committee that negotiated the new 4-year proposed agreement.**

# Representation: Other gains and improvements

## Bereavement provisions

Employees' shift premium will now be added to their bereavement pay. The union also negotiated language that will expedite employee bereavement pay processing. Employees no longer have to wait to return to work after a bereavement to start their pay process. Under the proposed agreement, employees will notify their supervisor that they will be absent from work per the provisions of Paragraph 218(b) and state the relationship of the deceased. Once proper notification has been given, the company will process the bereavement pay immediately. The written Application for Bereavement Pay form still needs to be completed once the employee returns to work.

## Vacation entitlement restored

The UAW regained vacation entitlement (pay in lieu) language. Eligible members, who, at the time of the eligibility date, have not used their entire vacation entitlement as provided in Paragraph 191 shall receive pay in lieu of vacation time for the unused portion at the rate established in accordance with Paragraph 193a.

## Workers on military leave protected

Our armed forces will no longer be disadvantaged for in-plant transfer and promotional opportunities due to absence while on military leave and active duty. The parties share a mutual respect and concern for members and employees who serve in the country's military while continuing to work for the company. As such, the local parties are encouraged to establish procedures to ensure that an employee who returns to work from a leave of absence for military service is not disadvantaged for in-plant or promotional transfers the employee may or could have applied for had they not been on leave.

## Attendance procedure (Doc. 8)

All employees in the attendance procedure will have the latest occurrence removed from their record. The call-in procedure has also been improved during this round of negotiations. The union negotiated language to make the call-in procedure fair and consistent at all UAW-represented operating facilities. The parties agreed that possible satisfactory reasons for failing to call in an absence or tardiness might include, but are not limited to:

- The employee, current spouse or minor child suffers a severe illness resulting in immediate emergency medical treatment at the same time the employee would otherwise be required to call.
- The employee is involved in a car accident on the way to work resulting in a significant injury which prevents the employee from being able to call in as required.

Instances as described above will require the employee to submit written documentation to management to substantiate their reason for being unable to comply with the call-in requirement.

## V-CAP

The union negotiated to have union dues and V-CAP contributions deducted in two separate pay periods. In the past, union dues and V-CAP were collected in the same pay period of the month.

## Pay card established

During this round of negotiations, employees who have not chosen to have their payroll drafts set up as a direct deposit with their personal financial institution will now be placed on the pay card system.

The pay card is a secure CitiBank Visa pay card and will be distributed on payday. An employee's net pay will be deposited to the card with no cost to the employee.

Also, payroll stubs and checks will no

longer be mailed to employee homes. Employees must now choose either the pay card system or direct deposit. Members who are currently enrolled in the direct deposit process will have the option to switch to the pay card system. If a card is lost or stolen, the bank will deactivate the card upon notification from the employee and transfer the unused balance to a replacement card.

The pay card cannot be overdrawn and may be used at a point-of-sale as a debit transaction or credit transaction at retail stores, online and phone transactions.

Members will also be able to view and print payroll draft information online. Each facility is required to provide instructions for online pay data and access to the appropriate equipment necessary for this process.

## Legal Services plan

All current plan benefits will remain in force until Dec. 31, 2013. At that time, any pending legal matters will be processed to their conclusion.

## UAW GM Report

This is a summary of the tentative agreement. In all cases, the actual contract language will apply.

## Duration and ratification

These proposed changes in the proposed agreement will not take effect until the tentative agreement is ratified by a majority of our respective membership, and only then on the appropriate dates specified.

The new agreement, if ratified, will run for four years and will expire at midnight Sept. 14, 2015.

# Employee Placement

## Region size reduced for nonvolunteer moves

The union negotiated a reduction in the size of the regions in which our members were being forced to move by increasing the number from three regions to five regions. This will minimize the distance of a nonvoluntary placement.

## Option 2 modified enhanced relocation

The union negotiated an enhanced relocation option for nonvoluntary transfer of workers. Workers can now receive a new relocation allowance up to a maximum of \$30,000 that includes a \$4,800 initial payment to cover miscellaneous, upfront cash expenditures. If a worker continues to be employed at the new location, the following schedule of additional payments will be made on the anniversary of their start date:

- After one year: \$5,200
- After two years: \$10,000
- After three years: \$10,000

Workers may choose the modified enhanced relocation, and exercise their recall and return to former community rights after six (6) months of employment at the new location.

## GMIN numbers used for employee placement system

The parties agreed to use GM identification numbers (GMIN) instead of Social Security numbers to help eliminate the chance of identity theft when selecting employees for placement.

## Returning from military leave

The UAW is committed to supporting returning soldiers and reservists. Through that commitment, men and women who serve our country, including reservists called to special active duty as a result of incidents occurring from Sept. 11, 2001, will be re-employed. In addition,

an employee who would have been eligible for a transfer while on military leave will be transferred, seniority permitting, in accordance with the appropriate contractual provisions.

## Entry-Level area hire language

The union gained contractual language so laid-off, Entry-Level employees will receive offers to area hire Entry-Level job openings in order of seniority.

## Approval process for flex, vacation replacement and temporary employees

With this agreement, both parties acknowledge that written notification and/or the approval process for flex, vacation replacement and temporary employees will continue. Issues and concerns regarding the notification and process may be discussed between the union and company. Joint agreement will be required when there is a change in a flex employee's work schedule from a part-time to a full-time assignment.

## Holiday pay for flex, vacation replacement and temporary employees

The UAW successfully won language that will guarantee holiday pay for all qualifying flex, vacation replacement and temporary employees.

## Entry-Level job opportunities

Flex employees will be given priority for Entry-Level job opportunities provided they have worked at least 1,040 hours and have an acceptable work record. Temporary and flex employees will have priority consideration for Entry-Level jobs.

## Nonvolunteered skilled trades to production jobs

Skilled trades workers placed into production jobs nonvoluntarily will maintain their skilled trades wage rate.

## Flow chart for CCA transfers

Your bargaining committee negotiated a new table to explain internal CCA transfers and CCA transfers to other GM manufacturing facilities.

## Enhanced improvement to employee placement system

The Web-based employee placement system has been enhanced. The parties have agreed to upgrade the system to include the ability to access promissory notes online. Employees will be able to accept or decline job offers online, as well as review offer history and decisions. In addition, employees will be able to change their personal information online if information such as their home address and/or phone number is incorrect.

## ADAPT program improvements

Under the new agreement, each UAW-represented employee with a restriction written by the company Plant Medical Department will need to view a video presentation on the ADAPT program. Employees electing to complete the ADAPT program entry form will be directed to ADAPT for entrance into the program.

The union also bargained for a training curriculum and certification process for ADAPT representatives that qualifies them to place seniority employees with disabilities on temporary restrictions.

An updated online training will also be made available through the CHR Joint Activities System (JAS). Team meetings and other such venues, including the Quality Council and Plant Safety Review Board meetings will be used to increase awareness of the ADAPT program.

# Improvements in life and disability benefits

## Regeneration of sick leave

The tentative agreement goes a step further to protect members on permanent layoff or sick leave when they return to work. The requirements to work 12 weeks before regeneration has been removed. Our members will now receive full benefit eligibility upon return to work.

New rules that expand the Mental Health Parity and Addiction Equity Act will go into effect Jan. 1, 2012. This legislation enhances members' negotiated benefits and broadens coverage to our members in need of mental health care and substance abuse treatment. This comprehensive program removes the danger of restrictions on appropriate care. All limitations in mental health or substance abuse less than the Hospital, Surgical or Medical Benefit are now equal.

With this new program, inpatient mental health/substance abuse care is expanded from 45 days to 365 days and renewable after 60 days of nontreatment. Outpatient mental health and substance abuse visits with

a panel provider are covered at 100 percent for visits 1 through 20, 75 percent for visits 21 through 35 and a maximum \$25 co-pay for visits 36 and over.

## Disability

Under the IMO program mileage reimbursement from home to the physician's office has decreased from 40 miles to 30 miles one way. Members will now be reimbursed mileage after traveling 30 miles or more.

## Optional and dependent life improved

Optional and dependent life insurance rates have been reduced, Optional by 8 percent and Dependent by 20 percent. A four-month premium holiday will be granted for current participants in 2012. Also, an open enrollment will increase by one level with no proof of insurability.

## Benefit plans administration gains

The union and company historically have worked together to identify and solve benefit administration problems. At implementation of the proposed agreement, the parties agree to provide e-mail access and voicemail, or an answering machine, for benefit representatives. The company also agreed to benefit conferences in the years 2012, 2013 and 2014, to keep benefit representatives informed on the latest benefit administration changes.

## Improving participation and performance in the Personal Savings Plan (PSP)

The Personal Savings Plan (PSP) has provided the means for many of our members to save for their retirement. These savings have been an important addition to the monthly benefits our retirees receive. The bargaining committee negotiated significant improvements to the PSP.



**The UAW GM National Negotiating Committee, above, opened bargaining July 27 at the company's Detroit-Hamtramck facility.**

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# Negotiators win important new protections for UAW GM workers

## *Maintain union's health and safety program as best in industry*

Your elected bargaining team went into these contract talks knowing that decades of successful bargaining has led to a health and safety program that has long been recognized as a benchmark in the automotive industry. Despite the automotive crisis and cost cutting, your negotiators were determined to ensure that UAW members at GM facilities will continue to work in the safest environment possible.

Ergonomics, industrial hygiene, new technology, contractor safety, emergency response teams, joint health and safety research, and training, were among the many complex topics that your health and safety negotiators took up with the company. Your negotiators won significant improvements in current programs and won language in new areas to keep you safe and healthy. Negotiators were successful in maintaining the joint development of your health and safety programs and resisted any attempt to circumvent the joint process. Your health and safety programs remain our overriding priority.

### **New ergonomics program designed to prevent injuries**

Negotiators discussed increases in ergonomic injury rates and worker medical visits regarding strains and sprains with the company. New contract provisions will require ergonomic injuries related to Medical Initiated Quick Response Process be analyzed using the Risk Factor Checklist.

Recognizing that not all facilities were equipped with appropriate ergonomics measuring tools,

negotiators won language requiring a streamlined list of ergonomic tools that every Joint Ergonomic Technician team should have available for use to perform job evaluations. Both parties also reaffirmed the need to continue research into the causes and elimination of ergonomic problems.

### **A first: Upfront union input now included during design of new equipment**

Language won by the committee would for the first time allow union health and safety input in rewriting the Global Design for Health and Safety specifications (G-DHS) document before new equipment is designed and installed for use in a plant. At present, our input comes after the design stage. Negotiators recognized that our health and safety input is invaluable at the design stage relative to ergonomics, safety guards and other risk factors including rework. Issues can be settled before engineers finalize the design. The language will also make it easier for union health and safety professionals to ensure mistakes are not repeated when similar equipment is being considered for a different plant. Additional language on this process at the local level was won to ensure your safety is not compromised.

### **Industrial hygiene: Negotiators win clean air study, other enhancements**

Clean air is a right our brothers and sisters at all UAWGM facilities deserve. Your negotiators recognized a need to revisit the issue of recirculated air in factories and won a

comprehensive study in selected plants. Within 90 days of ratification, the Industrial Hygiene Subcommittee will submit a proposal to the National Joint Health and Safety Committee.

With new materials involved in advanced manufacturing, protecting members takes on a new urgency. Your negotiators made strides in keeping up with the new threats these chemical hazards bring by gaining contract language to evaluate new methods for addressing metalworking fluid exposures. Language also was won to examine exposure to isocyanides used in polyurethane paints, glues and foams. These chemicals are a leading cause of occupational asthma, and the UAW believes that these gains will provide improved protection for our members.

The UAW health and safety team expressed deep concern about the age and accuracy of the industrial hygiene equipment needed to conduct noise surveys and air sampling in our plants. As a result, a basic Industrial Hygiene tool kit will be established. It is recognized that tool kit needs will vary. The national parties will review each facility on an individual basis to make a proper determination. Other specific tools will be made available as needed for various testing.

Negotiators expressed concern that the testing equipment used to measure hydrogen sulfide (H<sub>2</sub>S) in confined space operations is not sensitive enough. The committee won language to force the company to investigate the need for new atmospheric testing equipment so that H<sub>2</sub>S can be detected at the new lower limit set by the American Conference of Governmental Industrial Hygienists.



## **A first: Union wins input in third-party validations**

For the first time, the UAW will have a role in selecting third-party validators, which are outside vendors who check to make sure new equipment runs exactly as it was designed. Your negotiators also won the right to reject an unqualified validator. Health and safety negotiators also recognized the need for more information from validators, which has now become the process.

## **NANO technology issue addressed**

UAW negotiators at GM are aware of the numerous advances made in recent years in NANO technology, and sought to protect members by winning the right to play an active role in its application as its use becomes more common throughout our facilities.

## **Joint health and safety training improved**

The committee ensured the company remains committed to the joint health and safety process. Computers, software and hardware needs will be jointly assessed to identify replacement needs at each UAW-represented facility. Negotiators won language that continues the world-class, hands-on health and safety training we conduct at the UAW-GM Center for Human Resources (CHR). Both parties will assess the need for props, lifts and a flexible hands-on robotic training cell at the CHR.

## **Laser safety training**

Due to the potential for catastrophic injuries from lasers, the UAW bargaining team pushed hard to expedite safety training in this growing field. Within 30 days of ratification, the UAW-GM Health and Safety Training Department will schedule a train-the-trainer (T3) Laser Safety Awareness Training course to be taught at the CHR.

## **Additional UAW seat on National Joint Committee**

Negotiators fought for and won an additional seat on the National Joint Committee to deal specifically with issues such as NANO technology, laser, MPS, lockout, hybrids, robotics, high-voltage batteries, research and others. The additional seat now raises the UAW participation to five on the committee.

## **Occupational Health Advisory Board(s) restored**

The UAW recognized the need for continuing research studies on potential health and safety related hazards that members may be exposed to on a daily basis. The union was successful in winning language that restores the joint research and Occupational Health Advisory Boards (OHAB) on an as-needed basis with the potential to utilize multiple boards. OHAB will consist of research technical evaluators and peer reviewers who will advise the National Joint Committee on a variety of possible research studies such as ergonomic assessment and interventions, air quality evaluations and tasks specific to skilled trades.

## **Emergency Response Teams to receive awareness boost**

Our team won language that requires local joint leadership to do more to encourage UAW participation on Emergency Response Teams (ERTs).

## **Hazard evaluation, safe operating procedures to be better coordinated**

Negotiators expressed concern that Safe Operating Procedures (SOPs) and Pre-Task Safety Plans were being revised or developed without Local Joint Health and Safety Committee approval. These plans and procedures, while resolving safety issues at one facility, had the potential to cause safety issues at other plants. It was

agreed that any new or revised SOP and/or Pre-Task Safety Plan will be developed with input from the Local Joint Health and Safety Committee and Joint Skilled Trades Committee Teams. Additionally, these plans and SOPs will be made available to the UAW International health and safety representatives.

## **UAW negotiates gains by extending GM vehicle discounts to members at supplier plants**

Under the tentative agreement, your bargaining team made gains in extending GM vehicle discounts to all UAW members at supplier plants. This buying power will help support good-paying union jobs and job security for UAW GM members going forward.

# Work/Family programs reinforced; diversity training assured

UAW negotiators won an important victory in our Work/Family programs by ensuring that the Work/Family representative has a backup ready to assume their duties in case of illness, vacation or in other circumstances when the representative is not available. Your negotiators recognized that our members should not be left without help or answers to their questions for long periods of time when the Work/Family representative is not available. The language commits the company to work with the union to identify and fully train a backup representative to act on our members' behalf when their appointed representative is unavailable. Training will also be strengthened for all Work/Family representatives.

## Employee Assistance Program services to receive awareness effort

Negotiators recognized the critical role the Employee Assistance Program (EAP) plays in helping our members through some of their most difficult personal problems. They also

recognized that early intervention is the key to solving most problems, but not enough of our members were aware of the services EAP provides. Negotiators won language that compels the corporation to launch an EAP awareness program for the entire UAW workforce at GM.

## Child Care and Elder Care referral resources maintained

Your negotiators convinced the corporation to maintain the Child Care and Elder Care referral program so our members will continue to benefit from these vital resources.

## Child care initiatives to be studied

Affordable child care remains an important issue for our members and your negotiators persuaded the company to examine how other large companies are using creative ways to make this vital service available to their workers. The UAW and GM agreed to study these various child care programs to determine if any would benefit our members.

## Pre/Post Retirement Program retained

The UAW was able to keep the program that helps our members plan for retirement through in-plant informational sessions with qualified financial advisers. Training materials and other resources will be updated and distributed through the GM system.

## Diversity program maintained; commitment to awareness training assured

The diversity program, a critical piece of our union's commitment to having a workplace free of hostility, harassment and abuse, was maintained. Both parties recognize that a proactive approach can potentially avoid problems and will be provided additional materials and training on topics such as anti-harassment, workplace bullying and diversity. Negotiators won language that assures awareness training is available to the workforce and leadership.



*From left, UAW GM Department clerical support: Carol Olson, Patty Placke, deAon Akemon, Jeanne Fraser and Michelle Lage, all members of OPEIU494.*

# 63 Holidays Over Four Years

A total of sixty-three (63) holidays will be provided to UAW GM workers over the four-year term of the proposed agreement. The tentative agreement retains the two national Election Days negotiated in previous agreements. Veterans Day has been maintained. The tentative agreement also maintains the Monday commemorating the birthday of the Rev. Dr. Martin Luther King Jr. and paid Christmas through New Year's Day shutdowns.

The schedule of paid holidays negotiated for the term of the proposed agreement is:

## 2011-2012

Nov. 14, 2011	Veterans Day (Observed)
Nov. 24, 2011	Thanksgiving
Nov. 25, 2011	Day after Thanksgiving
Dec. 26, 2011	} <b>Christmas Holiday Period</b>
Dec. 27, 2011	
Dec. 28, 2011	
Dec. 29, 2011	
Dec. 30, 2011	
Jan. 2, 2012	(Observed)
Jan. 16, 2012	Martin Luther King Jr. Day
April 6, 2012	Good Friday
May 28, 2012	Memorial Day
July 4, 2012	Independence Day
Sept. 3, 2012	Labor Day

## 2012-2013

Nov. 6, 2012	Federal Election Day
Nov. 16, 2012	Veterans Day (Observed)
Nov. 22, 2012	Thanksgiving
Nov. 23, 2012	Day after Thanksgiving
Dec. 24, 2012	} <b>Christmas Holiday Period</b>
Dec. 25, 2012	
Dec. 26, 2012	
Dec. 27, 2012	
Dec. 28, 2012	
Dec. 31, 2012	
Jan. 1, 2013	
Jan. 21, 2013	Martin Luther King Jr. Day
Mar. 29, 2013	Good Friday
May 27, 2013	Memorial Day
July 4, 2013	Independence Day
Sept. 2, 2013	Labor Day

## 2013-2014

Nov. 15, 2013	Veterans Day (Observed)
Nov. 28, 2013	Thanksgiving
Nov. 29, 2013	Day after Thanksgiving
Dec. 23, 2013	} <b>Christmas Holiday Period</b>
Dec. 24, 2013	
Dec. 25, 2013	
Dec. 26, 2013	
Dec. 27, 2013	
Dec. 30, 2013	
Dec. 31, 2013	
Jan. 1, 2014	
Jan. 20, 2014	Martin Luther King Jr. Day
April 18, 2014	Good Friday
May 26, 2014	Memorial Day
July 4, 2014	Independence Day
Sept. 1, 2014	Labor Day

## 2014-2015

Nov. 4, 2014	Federal Election Day
Nov. 14, 2014	Veterans Day (Observed)
Nov. 27, 2014	Thanksgiving
Nov. 28, 2014	Day after Thanksgiving
Dec. 24, 2014	} <b>Christmas Holiday Period</b>
Dec. 25, 2014	
Dec. 26, 2014	
Dec. 29, 2014	
Dec. 30, 2014	
Dec. 31, 2014	
Jan. 1, 2015	
Jan. 2, 2015	
Jan. 19, 2015	Martin Luther King Jr. Day
April 3, 2015	Good Friday
May 25, 2015	Memorial Day
July 3, 2015	Independence Day
Sept. 7, 2015	Labor Day

# UAW 2011 National Negotiating Team at General Motors



*Browning*



*Fields-Jacobs*



*King*



*Ashton*



*Williams*



*Bernath*



*Grimes*



*Campbell*



*Owen*



*Lentz*



*Raich*



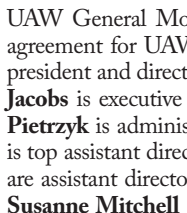
*Staten*



*Pietrzyk*



*Ewing*



*Mitchell*



*Suemnick*



*Perkins*

This is the UAW General Motors National Negotiating Team whose determined efforts, along with those of the UAW General Motors Department, and other UAW professional and technical staff, produced a new tentative agreement for UAW GM members. **Bob King** is president of the International Union, UAW. **Joe Ashton** is vice president and director of the UAW GM Department. **Dennis Williams** is UAW secretary-treasurer. **Wendy Fields-Jacobs** is executive administrative assistant to King. **Garry Bernath** is top administrative assistant to Ashton. **Jeff Pietrzyk** is administrative assistant to Ashton. **Chuck Browning** is administrative assistant to King. **Mike Grimes** is top assistant director to Ashton. **Patricia Campbell, Kris Owen, Randy Lentz, Steve Raich** and **Maurice Staten** are assistant directors in the UAW GM Department. **Linda Ewing** is director of the UAW Research Department. **Susanne Mitchell** is director of the UAW Social Security Department. **Mike Nicholson** (*not pictured*) is general counsel for the UAW. **Cindy Suemnick** is administrative assistant to King and directs the UAW Health and Safety Department. **Eric Perkins** is director of the UAW Strategic Research Department. **Tim Cobb** is administrator of the Umpire and Review Staff. **Bryan Czape, Larry Erickson, Lee Jones** and **Dean Manship** are coordinators in the UAW GM Department. **John Melton** is chair of the UAW GM National Negotiating Committee, chair of Local 31 and represents Subcouncil 2. **Bob Coleman** is vice chair of the UAW GM National Negotiating Committee, chair of Local 774 and represents Subcouncil 3. **Ghana Goodwin-Dye** is recording secretary of the UAW GM National Negotiating Committee and president of Local 909. **Harold Jackson**, chair of Local 816, represents Subcouncil 1. **Dana Rouse**, chair of Local 598, represents Subcouncil 2. **Todd McDaniel**, chair of Local 362, represents Subcouncil 3. **Norm Greenfield**, chair of Local 653, represents Subcouncil 4. **Rob Jones**, shop committee person of Local 163, and **Tom Sanders**, chair of Local 659, represent Subcouncil 6. GMCH (Delphi): **Gordie Fletcher**, Local 686 president, **Daniel Hiatt**, Local 292 chair, **Dave VanDusen**, Local 167 president, **Dan Maloney**, Local 1097 president, **Todd McNall**, Local 686 chair, **Sean D'Angelo**, Local 1097 chair and **Mark Monroe**, Local 167 chair.



*Cobb*



*Czape*



*Erickson*



*Jones*



*Manship*



*Melton*



*Coleman*



*Goodwin-Dye*



*Jackson*



*Rouse*



*McDaniel*



*Greenfield*



*Jones*



*Sanders*



*Fletcher*



*Hiatt*



*VanDusen*



*Maloney*



*McNall*



*D'Angelo*



*Monroe*