



OCT 2023



UAW GM AGREEMENT



Highlights
Inside

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. 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.

- Our lowest-paid members will see a 158 percent raise through the life of this agreement. That's not a typo. Temps hired this year at \$16.67 will earn over \$40 per hour in base wages by the end of this agreement, over \$42 an hour with COLA.
- Our CCA, GMCH, Subsystems, and Brownstown members will see an immediate wage boost from 36 to 89 percent. A current GMCH member with 3 years of service, for instance, will see their hourly wages jump nearly \$17 overnight.
- With COLA, by 2028, we'll have a top rate of over \$42 an hour for production, and over \$50 for skilled trades, an over 30 percent raise. By the end of this agreement, our starting rate will be over \$30 an hour, a 70 percent bump from today.

And 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



QR Code for
White Book





Highlights

- ▶ **10% 401k Employer Contribution**
- ▶ **\$1,500 voucher toward vehicle purchase**
- ▶ **Cola Reinstated**
- ▶ **Just Transition: Battery Work Under Master Agreement**
- ▶ **One Step Removed from Attendance procedure**
- ▶ **Historic Wage Increase**
- ▶ **Tuition Assistance for Dependents reinstated at \$1,600**
- ▶ **Wage Tiers Eliminated**
- ▶ **Tuition Assistance increased to \$8,000**
- ▶ **Grow In reduced to 3 years**
- ▶ **No more tiered vacation time**
- ▶ **Secured Vacation Time**
- ▶ **All full-time temps with 90 days converted to in-progression**
- ▶ **All new temps converted to in-progression after 9 months**
- ▶ **Enhanced Relocation Package increased to \$37,500**
- ▶ **Skilled Trades \$1.50 Tool Allowance**
- ▶ **Product Investment**
- ▶ **Healthcare Enhancements**
- ▶ **Profit Sharing Maintained and expanded to Temporaries**
- ▶ **\$5,000 Ratification bonus**
- ▶ **EV Work Commitment**
- ▶ **Journey persons can not be forced to production**
- ▶ **Special Attrition Program (SAP)**
- ▶ **Right to strike over Plant Closures, Outsourcing, & Investment**
- ▶ **Outsourcing Moratorium**
- ▶ **Additional Holiday added: Juneteenth**
- ▶ **Sub Pay eligible for all employees after 3 months including full-time temporary employees**
- ▶ **Paid Parental Leave**
- ▶ **Retirement improvements for all**
- ▶ **Improvements to Industrial Hygiene and Ergonomics**
- ▶ **Considerations for married couples transferring**
- ▶ **Members with less than 2 years can transfer within the area hire**
- ▶ **\$500 annual payment to eligible retirees**
- ▶ **Sub Systems employees now fall under the National Agreement**
- ▶ **Battery EV Plant Agreements**

HISTORIC WAGE INCREASES | 7

This tentative agreement provides historic economic gains for UAW members at GM through a combination of annual General Wage Increases (GWI), the reinstatement of Cost of Living Allowance (COLA), the shortening of the wage progression, the elimination of wage tiers, and the conversion of temporary workers.

Through April 30, 2028, UAW members will receive more in general wage increases than they have in the past 21 years combined. Upon ratification, members at top rate will receive an 11% wage increase, almost as much as GM workers have received in total since 2007. Members currently on lower wage tiers, temporary workers, and those not at top rate, will receive raises ranging from 36% to 89%, due to the immediate conversion to a shortened wage progression, and conversion of all temps.

GENERAL WAGE INCREASES (GWI)

DATE	GWI Percentage
Upon Ratification	11%
September - 2024	3%
September - 2025	3%
September - 2026	3%
September - 2027	5%

} **25%**

Top Rate Example General Wage Increases (GWI) (With Projected COLA)			Start Rate Example General Wage Increases (GWI) (With Projected COLA)	
	Production*	Skilled Trades*		Production
Current Top Rate	\$32.32	\$36.85	Current Start Rate	\$18.04
11% GWI (Upon Ratification)	\$3.56	\$4.05	39% Increase-New Progression	\$7.08
Skilled Trades Tool Allowance	-	\$1.50	2023 COLA Estimate	\$0.12
2023 COLA Estimate	\$0.12	\$0.12	End of 2023 Start Rate	\$25.24
End of 2023 Top Rate	\$36.00	\$42.52	3% GWI (September 2024)	\$0.75
3% GWI (September 2024)	\$1.08	\$1.27	2024 COLA Estimate	\$0.45
2024 COLA Estimate	\$0.45	\$0.45	End of 2024 Start Rate	\$26.44
End of 2024 Top Rate	\$37.53	\$44.24	3% GWI (September 2025)	\$0.78
3% GWI (September 2025)	\$1.11	\$1.31	2025 COLA Estimate	\$0.36
2025 COLA Estimate	\$0.36	\$0.36	End of 2025 Start Rate	\$27.58
End of 2025 Top Rate	\$39.00	\$45.91	3% GWI (September 2026)	\$0.80
3% GWI (September 2026)	\$1.14	\$1.35	2026 COLA Estimate	\$0.39
2026 COLA Estimate	\$0.39	\$0.39	End of 2026 Start Rate	\$28.77
End of 2026 Top Rate	\$40.53	\$47.65	5% GWI (September 2027)	\$1.37
5% GWI (September 2027)	\$1.96	\$2.32	2027/2028 COLA Estimate	\$0.46
2027/2028 COLA Estimate	\$0.46	\$0.46	End of Contract Start Rate	\$30.60
End of Contract Top Rate	\$42.95	\$50.43		

*Based on most-populated base rate

WAGE INCREASE RETROACTIVE TO OCTOBER 23, 2023

TEMPORARY WORKERS

NEW STARTING WAGE: \$21.00 | 63

Your UAW national negotiators went into this set of negotiations with the mindset to improve all areas for the temporary workforce. The misuse of temporary workers has historically been an issue and was one of the top priorities of your negotiating team. Upon ratification all active temps with over three months of continuous service will be converted to full-time status after ratification. Major improvements in all aspects of the temporary workforce were achieved, including the time of employment it takes to become full-time. The UAW national negotiators were able to win improvements for temporary workers, many of which help bring equality within our membership.

All Full-Time Temporary Workers to be Converted to Seniority Status | 64

Your national negotiators were able to win language that will allow for the converting of all full-time temporary workers with three months of continuous service. Upon ratification all full-time temporary workers who have three months of continuous service will convert to full-time status. Those who do not have three months of continuous service will convert upon reaching 9 months of continuous employment or if there is a full-time need at the facility, whichever happens first.

9-Month Maximum Period to Full-Time Status | 64, 65, 314

Your bargaining team was successful in lowering the maximum length of time it takes a full-time temporary worker to convert to seniority status to 9 months of continuous employment.

30 days needed to break time as a temporary member has been increased to 60 days.

Temporary Workers Now Eligible for Profit Sharing Plan | EX. F 7 PLUS A

Your bargaining team was able to win eligibility for temporary workers into the Profit Sharing Plan, starting in 2024 for plan year 2023. This is a historic win for these members, as it is the first time they will be eligible for the Profit Sharing Plan since its inception.

Temporary Workers Eligible for Bereavement and Jury Duty Pay | 278

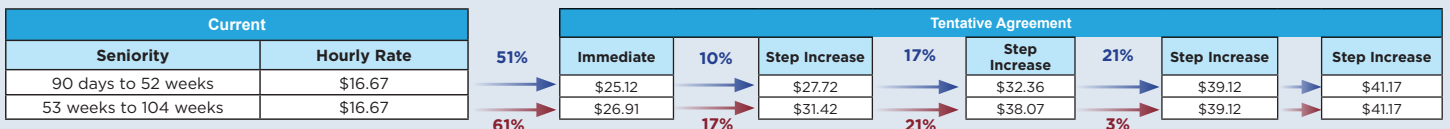
Your negotiators were able to win language for temporary workers to be eligible for Bereavement and Jury Duty pay, with the same qualifying paid time off as a seniority member.

Ratification Bonus | 236

All active Temporary Workers with 90 days service prior to effective date will receive the \$5,000 Ratification Bonus. Payment will be made within two weeks of ratification of the agreement.



Wage Increases for Current Full-Time Temps with Three Months of Continuous Service



• Total wage increase (\$16.67 to \$41.17) is a 147% compounded increase

* Credit received for all time worked

* Does not include estimated \$1.78 COLA over CBA term

New Hire Wage Progression | 113

In a major victory, we have shortened the wage progression from the current eight years to just three years to top rate. Members will now reach top rate of their classification upon completion of working on active roll for 156 weeks (3 years). Current members will be placed and paid the appropriate hire-in-rate based upon the number of weeks on active roll as of the effective date of the 2023 Collective Bargaining Agreement.

HIRING-IN RATE SCHEDULE (3-YEAR GROW-IN)

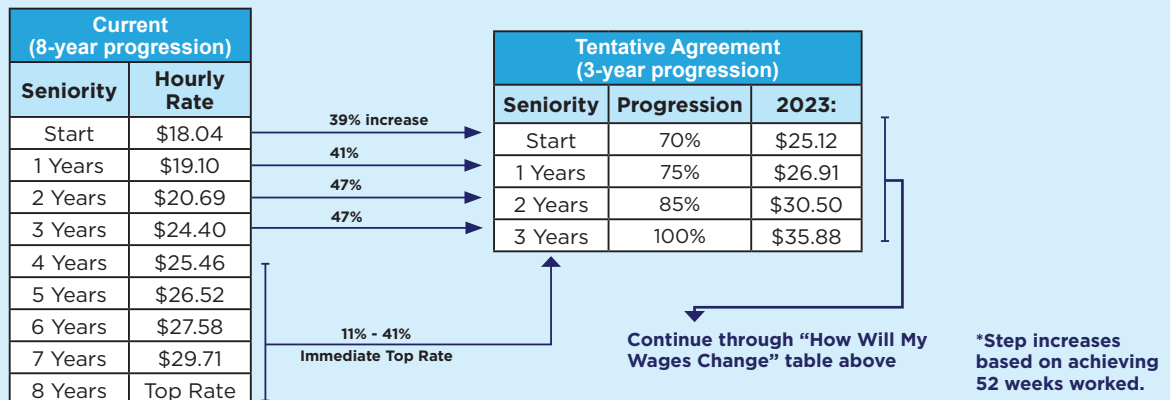
On Active Roll	% of Top Classification Rate
First 52 Weeks	70%
Upon Completion of 52 Weeks	75%
Upon Completion of 104 Weeks	85%
Upon Completion of 156 Weeks	Top Rate

HOW WILL MY WAGES CHANGE?

My Current Wage	Immediate Adjustments at Ratification 2023	+ 52 week step increase	September 2024 3% Increase	+52 week step increase	September 2025 3% Increase	+52 week step increase	September 2026 3% Increase	September 2027 5% Increase
\$18.04	\$25.12	\$26.91	\$27.72	\$31.42	\$32.36	\$38.07	\$39.21	\$41.17
\$19.10	\$26.91	\$30.50	\$31.42	\$36.96	\$38.07			
\$20.69	\$30.50	\$35.88	\$36.96					
\$24.40	\$35.88							
\$25.46								
\$26.52								
\$27.58								
\$29.71								
\$32.32								

* Rates in table above do not include COLA estimated to add \$1.78 over life of agreement.

IMMEDIATE WAGE INCREASES - PRODUCTION



ENDING WAGE TIERS AT GM | 76, 113-114, 303

Winning equal pay for equal work at GM was a major priority in these negotiations. We are excited to announce that this tentative agreement ends all wage tiers at GM. All CCA, GMCH, and Subsystems members will immediately convert to the main production rate upon ratification. We were also able to bring Subsystems members into the Master Agreement.

After killing wage tiers, IMMEDIATE WAGE INCREASES ranging from 36 TO 89% upon ratification

Immediate Wage Increases Lower-Tiered CCA Members

Current (8-year progression)		Tentative Agreement (3-year progression)		
Seniority	Hourly Rate	Seniority	Progression	2023:
Start	\$17.00	Start	70%	\$25.12
1 Year	\$18.00	1 Year	75%	\$26.91
2 Years	\$19.00	2 Years	85%	\$30.50
3 Years	\$20.00	3 Years	100%	\$35.88
4 Years	\$21.00			
5 Years	\$22.00			
6 Years	\$23.00			
7 Years	\$24.00			
8 Years	\$25.00			

48% increase (Start to 1 Year)
50% increase (1 Year to 2 Years)
61% increase (2 Years to 3 Years)
79% increase (3 Years to 4 Years)

44% - 71% Immediate Top Rate

Continue through "How Will My Wages Change" table

Immediate Wage Increases - GMCH

Current (8-year progression)		Tentative Agreement (3-year progression)		
Seniority	Hourly Rate	Seniority	Progression	2023:
Start	\$16.25	Start	70%	\$25.12
1 Year	\$17.16	1 Year	75%	\$26.91
2 Years	\$18.06	2 Years	85%	\$30.50
3 Years	\$18.96	3 Years	100%	\$35.88
4 Years	\$19.86			
5 Years	\$20.46			
6 Years	\$21.07			
7 Years	\$21.70			
8 Years	\$22.50			

55% increase (Start to 1 Year)
57% increase (1 Year to 2 Years)
69% increase (2 Years to 3 Years)
89% increase (3 Years to 4 Years)

59% - 81% Immediate Top Rate

Continue through "How Will My Wages Change" table

Immediate Wage Increases - Subsystems (Brownstown & Battery Assembler)

Current (6-year progression)		Tentative Agreement (3-year progression)		
Seniority	Hourly Rate	Seniority	Progression	2023:
Start	\$18.50	Start	70%	\$25.12
1 Year	\$19.00	1 Year	75%	\$26.91
2 Years	\$20.00	2 Years	85%	\$30.50
3 Years	\$21.00	3 Years	100%	\$35.88
4 Years	\$22.00			
5 Years	\$23.00			
6 Years	\$24.00			

36% increase (Start to 1 Year)
42% increase (1 Year to 2 Years)
53% increase (2 Years to 3 Years)
71% increase (3 Years to 4 Years)

50% - 63% Immediate Top Rate

Continue through "How Will My Wages Change" table

Immediate Wage Increases - Subsystems (Non-Battery)

Current (6-year progression)		Tentative Agreement (3-year progression)		
Seniority	Hourly Rate	Seniority	Progression	2023:
Start	\$18.50	Start	70%	\$25.12
1 Year	\$19.00	1 Year	75%	\$26.91
2 Years	\$19.50	2 Years	85%	\$30.50
3 Years	\$20.00	3 Years	100%	\$35.88
4 Years	\$20.50			
5 Years	\$21.00			
6 Years	\$22.00			

36% increase (Start to 1 Year)
42% increase (1 Year to 2 Years)
56% increase (2 Years to 3 Years)
79% increase (3 Years to 4 Years)

63% - 75% Immediate Top Rate

Continue through "How Will My Wages Change" table

*Step increases in the tables above based on achieving 52 weeks worked.

COLA RESTORED | 15-21

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 2009 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 2009, 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 minus five cents.

TOTAL ECONOMIC GAINS

	Production at Full Rate	Skilled at Full Rate	In-Progression	GMCH	Lower Tier CCA	Subsys-tems	Temps Converted
Ratification Bonus	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Tool Allowance		\$14,400					
Value of Wage Increase	\$54,900	\$63,300	\$120,800 - \$159,700	\$136,100 - \$185,000	\$125,300 - \$176,000	\$134,900 - \$173,400	\$160,700 - \$182,300
COLA Estimate	\$8,800	\$8,800	\$8,800	\$8,800	\$8,800	\$8,800	\$8,800
Value of Economics Gains	\$68,700	\$91,500	\$134,600 - \$173,500	\$149,900 - \$198,800	\$139,100 - \$189,800	\$148,700 - \$187,200	\$174,500 - \$196,100

*Value of wage increases estimated using 2,080 straight-time hours annually. Any overtime would increase the value. Does not include profit sharing. Eligible profit sharing amounts were worth \$40,000 over the last four years.

PROFIT SHARING MAINTAINED

**\$5,000
RATIFICATION
BONUS**

Must meet eligibility requirements.

For the first time ever, temporary workers will receive profit-sharing.

RETIREMENT SECURITY

Retirement insecurity is one of the greatest economic injustices facing our country – and our membership. We went into this round of negotiations committed to making huge strides for current and future retirees. We didn't get everything we wanted, but we got more than many thought was possible.

CURRENT RETIREES & SURVIVING SPOUSES | EX. A 167

Under this agreement, current retirees and surviving spouses will receive a payment of \$500 annually. For decades, surviving spouses received less than retirees – this contract not only re-established annual bonuses for all retirees but provided the same amounts for surviving spouses. Eligible if retired prior to October 1, 2023, with payments in December.

TRADITIONAL MEMBERS | EX. A 7

For current traditional members we won a \$5 increase to the Basic Benefit which will result in an increase of \$1,800 a year to future pensioners. The Company will offer three Special Attrition Programs (SAP) from January 2024 through the life of the agreement of \$50,000 lump-sum pre-tax retirement incentive for traditional employees who meet the normal or early retirement eligibility requirements. The Company and the Union will agree on timing, size, and scope of the offering.

IN-PROGRESSION MEMBERS | EX. G 23

For current In-Progression members, we won a groundbreaking 10% employer contribution—with no required member contribution—to their 401k. This benefit is capped at 40 hours because our union is fighting hard to ensure that everyone is provided a pathway to a dignified retirement without having to work more than 40 hours a week.

Annuity | EX. G 114

In-Progression Members will be given the opportunity to purchase an annuity at a discounted rate with funds from their 401(k).

IN-PROGRESSION

10%

employer contribution
to 401(k)

TRADITIONAL

\$5

Increase to Basic
Benefit

CURRENT RETIREES

\$500

Annual Payments

73% TO 146% INCREASE IN ANNUAL COMPANY CONTRIBUTION TO 401(K)S BY END OF AGREEMENT

GM Direct Stock Purchase Program | EX. G 106

Members will be able to purchase GM stock through payroll deductions in the near future.

Personal Savings Plan | EX. G 10

Temporary Employees will now be able to make personal contributions to a 401(k) account with 91 calendar days of employment.

Financial Well Being | EX. G 110

During these 2023 negotiations the bargaining committee was successful in securing language to continue offering and expanding financial wellbeing services currently offered allowing Members to better prepare for retirement.

WINNING A JUST TRANSITION | 300-302

Plant closures have turned our lives upside down, uprooting our families and communities. It's not about whether or not this transition happens. It's about who gets the profits, and who feels the pain.

In March, 2019, General Motors closed the Lordstown Assembly Plant. Thousands of UAW members had to move, retire, or lose their jobs. For the community, the consequences were devastating. So when GM announced plans to build a new Lordstown plant a couple years later, people thought this could be the opportunity that finally made their families and communities whole again.

In 2022, GM opened Ultium Cells, a joint

venture with LG which produces battery cells for electric vehicles. Residents were pitched on a new facility bringing good paying green jobs back to Lordstown. What they found was a far cry from what was promised. These jobs are dangerous, difficult, and pay low wages. Today, the green jobs at Ultium Cells pay a \$20 an hour starting rate for production.

All that comes to an end with this agreement.

Upon ratification, Ultium employees will become GM employees and be covered by the UAW-GM National Agreement. Ultium Cells will have a supplemental agreement that covers health and safety and skilled trades.

LORDSTOWN TRANSFERS

After ratification, there will be a 6 month window for former Lordstown employees who were active at Lordstown Assembly Complex on November 26, 2018 to apply to return to Ultium Cells. Former Lordstown employees who transfer will retain their current wages, benefits, and seniority.

WAGE SCALE FOR NEW HIRES

All new hires will make a minimum of 75% of the maximum wage rate under the UAW-GM National Agreement. Production workers at Ultium Cells will receive an immediate pay increase of at least \$6 to \$8 an hour.

Date of Increase	Minimum Production Wage at Ultium	Minimum Skilled Trades Wage at Ultium
Ratification	\$26.91	\$31.80
Sept. 16, 2024	\$27.72	\$32.75
Sept. 15, 2025	\$28.55	\$33.74
Sept. 21, 2026	\$29.41	\$34.75
Sept. 20, 2027	\$30.88	\$36.49





INVESTMENT | 296-298

The bargaining committee had language put in place that secures investments previously announced by General Motors:

ELECTRIC VEHICLES & COMPONENTS	
Plant	Product Investment
Orion Assembly \$4 billion investment	Future electric vehicles
Springhill Assembly \$2 billion investment	2 GM EV's (1 implemented) & future partner EV
Toledo Propulsion \$760 million investment	Drive unit production
Lockport GMCH \$154 million investment	Electric motor stator module
Bedford Casting \$96.7 million investment	Drive unit casting
Warren Technical Center \$81 million investment	Celestiq
Rochester GMCH \$56 million investment	Battery cooling lines
Pontiac Stamping \$40 million investment	Flexible fabrication machining
Defiance Casting \$8 million investment	EV casting cell
Factory Zero	Future electric full size SUV

ICE VEHICLES & COMPONENTS	
Plant	Product Investment
Flint Assembly \$851 million investment	Additional volume capacity & next gen truck
Ft. Wayne Assembly \$687 million investment	Support volume capability & next gen truck
Arlington Assembly \$555 million investment	Support volume capability & next gen large SUV
Flint Engine \$579 million investment	Gen 6 V8
Marion Metal \$491 million investment	2 new presses, press lines & die refurbishment
Flint Metal \$233.4 million investment	New dies
Bay City \$216 million investment	Gen 6 V8 parts
Lansing Delta Township \$100 million investment	Next generation SUV
Defiance Casting \$79 million investment	Castings for Gen 6 V8
Parma Metal \$71.4 million investment	Press upgrades, volume increase & future program
Rochester GMCH \$12 million investment	Gen 6 V8 parts
Bedford Casting \$7 million investment	Additional die casting capability

These additional investments were also secured through negotiations:

- Electric Vehicle & Components
 1. Lansing Grand River \$1.25 billion future electric vehicle
 2. Fairfax Assembly \$391 million future electric vehicle
 3. Tonawanda Engine \$300 million drive unit production
- Kokomo - Within 12 months of ratification and through the life of this agreement, sufficient work will be allocated to employ a minimum of 150 people.



Additionally, the Global Vehicle Development Process (GVDP) will continue as the process whereby future facility allocations may be made through the life of the agreement.

The Right To Strike Over Plant Closures Moratorium And Product And Investment | 259, 298

For the first time in our union's history, we have won the right to strike over plant closures and product and investment. These product commitments are backed up by the power of the strike threat. That's the strongest tool we have to protect our jobs, our families, and our communities.

Honoring Picket Lines | 311

It will not be a violation of the agreement if a member refuses to cross a picket line. If a member refuses to cross a union sanctioned picket line, there will be no discharge or discipline provided the member believes that crossing the picket line would endanger their health and safety.



RECORD PROFITS

EQUAL

RECORD CONTRACTS

VALUE OF GAINS IN TENTATIVE AGREEMENT

VS.



Value of gains in 2023 TA worth more than 4X value of gains in 2019 CBA

More in raises than past 22 years combined.

2019 CBA

2023 TA

Wage Increases in
2023 GM Agreement



All Wage Increases
from 2001-2022



Current GM
Temps Get

158%

Raise Through 2023
Agreement

Some lower tiered workers
at GMCH get up to

89%

Raise Immediately

Starting Wage Will
Increase About



Top Wage Will
Increase About



Through 2023
GM Agreement

Current GM temps with
90 days get between a

51 - 61%

raise immediately upon
ratification, depending
on years of service.

Some lower tiered workers
at CCA get up to

79%

Raise Immediately



SKILLED TRADES

Tooling Allowance \$1.50/ hour tooling allowance folded into rate upon ratification | 8

The national negotiating committee was successful in attaining a special one-time increase of \$1.50 per hour that will be added to the base rates of skilled tradespersons. The increase will be applied upon ratification of the tentative agreement after the general wage increase of 11% for 2023.

Layoff | 49

Skilled Trades on Layoff (ILO) will not be forced into production jobs.

Doc. 86- Skilled Working in Production renewal | 229-232

Within 120 Days of the effective date of the 2023 UAW-GM National Agreement, the National Parties will establish an application period for Skilled trades employees that are currently working production to express their desire to receive an offer to fill skilled trades openings by submitting application to their Local Apprentice Committees.

Employee Referral Programs | 372

The National Parties agreed to develop a process for UAW-GM employees to refer external Skilled Trades candidates for open Skilled Trades positions.

Elimination of the MOUs regarding the Tool & Die Maker Classification | 368

Skilled Trades members who have a UAW Tool & Die Maker Journeyman card or have a UAW-GM Tool & Die Maker certificate of completion of apprenticeship can apply for transfer into a Toolmaker or Die Maker opening and will maintain their Tool & Die Maker Skilled Trades Date of entry.

Improvements to the STARC program | 222- 223, 362-364

- The STARC readiness lists will be refreshed bi-annually and published no later than

- March 1st and September 1st of each year.
- Reimbursement for STARC courses will occur 90 days after being indentured.
- Increased apprenticeship offers for all UAW-GM STARC readiness candidates.

Two Year Requirement waived for all Apprentices indentured in 2017, 2018, and 2019 | 374

The UAW Bargaining Team was successful in negotiating the removal of the two (2) year requirement of the Apprentice Training Agreement for all apprentices indentured in 2017, 2018, and 2019. This enables these Electrical Apprentices to leave the company without repayment obligations after meeting the two (2) year requirement after completing on-the-job hours to become an in-plant journeyman.

Increase to Meals Expense for Apprentices | 361

Apprentices will be able to expense their meals on a GM Corporate Credit Card consistent with the GM travel and Expense Policy.

- Daily expenses increased to up to \$75 per day.
- Daily required receipts to mirror GM policy.

Elimination of the MOU for the SSO classification at the Engineering facilities | 370- 371

Within 120 days of the effective date of the 2023 UAW-GM National Agreement, the National Parties, with the assistance of the Local Apprentice Committees, will establish an application period for current SSOs and former SSOs with recall rights to receive an offer to transition to an open skilled trades job as a Journeyman-in-Training (JIT).

Doc. 63-Apprentice Training & Journeyman Development Strengthened | 224-226

The UAW was successful in changing the language in Doc. 63. Apprentices will be indentured using a new formula. The formula will use the number of Journeymen who are sixty-one (61) years of age or older as of January 31, 2024, in all apprenticeable trades throughout UAW-GM facilities, to calculate the number of apprentices owed. This new formula will result in the placement of six hundred fifty (650) new apprentices during the life of the 2023 National agreement.



WORK LIFE BALANCE

Vacation | 116

All employees with 20 years or more of service are eligible for 200 hours of vacation.

Vacation Approval | 37

The company has agreed that all vacation applications will be returned within 3 days. The only exception is those made during the February Vacation Application Period.

Paid Parental Leave | 275

Effective January 1, 2024, eligible members may be provided up to 2 weeks of paid time off for a leave of absence for birth, adoption, surrogacy, or foster care situations.

Holidays | 38

Juneteenth added as a paid holiday.

Bereavement | 45

Time off for grandchild and current spouse's parent increased from 3 to 5 days.

Work Life Balance | 318

A Committee will be formed to explore and discuss work life balance issues aiming to improve work life balance for members.

HEALTH & SAFETY

Document 46 Industrial Hygiene/ Ergonomics Representative | 339, 350-351

Sprains and strains are the most common recordable injury affecting our membership. Your negotiations team was successful in negotiating a DOC.46 IH/ERGO alternate representative. This new position will provide the membership with additional resources to improve our ergonomics and Industrial Hygiene programs, to provide more coverage on the shop floor and keep the membership safe. In addition to functioning in the absence of the IH/JETT, the alternate will be utilized during periods of launch as an extra resource.

Ergonomic Program Enhancements | 339

During these negotiations, the parties discussed future ergonomic enhancements to the UAW-GM Ergonomics process. The Joint Parties agree: to develop or update a new Risk Factor Checklist

- to utilize the latest version of jointly approved secondary tools
 - to create external competency training
 - to make additional future revisions of the Technological Ergonomic Database with Joint input
 - to update existing Ergonomic training and identify future program enhancements
- the plant population to qualify for a full time IH/JETT was reduced from 750 to 500 in an effort to reduce strains and sprains

New IH and Ergo Equipment | 338

In addition to the improvements to the ergonomics program, the union made the company aware that the current IH and Ergo equipment being utilized by the JET/ IH representatives are increasingly becoming inoperable and/or obsolete. The Parties will jointly survey all UAW-GM represented sites to determine the availability and condition of this equipment and the National Joint Committee will determine the equipment that needs to be replaced/ updated and provided by the company. It is agreed that it is the responsibility of each site to maintain jointly supplied equipment.

National Standards Committees | 346

Standards in Health and Safety are constantly changing. Many Companies including General Motors have membership on committees that create and update consensus standards. It is agreed upon that the National Joint Committee on Health and Safety will identify applicable standard sub-committees to participate in and jointly select representatives for those committees.

High-Risk Tasks | 349

Whenever a high-risk task is scheduled to be completed a member of the Local Joint Health and Safety will be on-site.

Improvements to site Active Shooter process | 335

Aware of the world we live in, the bargaining team solidified language regarding workplace violence. Within 90 days of ratification the National Joint Committee will review the current policies to benchmark improvement opportunities at all GM sites.

Gate Pass | 337

As our worksites become more diverse so do the people that visit our worksites. Contractors, Truck Drivers, Expeditors and Vendors are increasingly more diverse and for many English is a second language. To make sure that all visitors understand the rules that keep our membership safe. The Joint Parties agreed to explore the utilization of QR Codes on safety signage and documents that supports different languages for review before entering our worksites.

Health and Safety Conferences and Training Seminars | 340

During these negotiations, the parties discussed the existing agreements and practices regarding Joint Health and Safety Conferences and training seminars. A Joint Health and Safety Conference will be held biannually, a training seminar will be scheduled during the years when no conference is scheduled. The parties agree that this innovative approach will provide a robust learning experience for our UAW-GM Health and Safety Professionals.



EV Safety | 343-344

A new performance standard (PS-24) was developed for the Workplace Safety System to ensure common workplace safe practices at all sites handling Lithium-Ion batteries.

Fall Hazard | 336

Due to recent updates of government, manufacturer and consensus guidelines, some fall hazard equipment may no longer be in compliance. A joint document for addressing new or existing anchorage points based on updates to UAW-GM PSO3, will be published. The company agrees that the required inspections of training towers and permanent anchorage points will be completed in accordance with all related guidelines.

Joint Company Research Funding | 137-138

Protecting the health and safety of our membership not only includes our efforts in implementing safety programs at our worksites, and creating a safety culture, but also includes occupational health and safety research. These negotiations resulted in the UAW securing a commitment from GM to be part of a joint auto company research project. Within 90 days of ratification, the parties will develop a research agenda in the following areas:

- Isocyanates.
- Accident prevention to eliminate fatalities.
- Industrial hygiene sampling, exposure assessments and medical surveillance.
- Breast cancer prevention.
- Opioid use disorder intervention.

DURATION & RATIFICATION

The terms of this proposed agreement will not take effect until the tentative agreement is ratified by a majority of UAW members at GM, and only then on the appropriate dates specified. The new agreement, if ratified, will run for four years and nine months and will expire April 30, 2028.

DUES: A CONSTITUTIONAL MATTER

Dues are determined by UAW Constitutional Convention action and are not a subject of negotiations. Dues are based on the principle that they reflect each member's cash income, normally 2.5 hours of straight-time pay per month. Lump-sum cash payments are subject to dues because they also represent cash income and are assessed at the rate of 1.44%, which is equivalent to 2.5 hours of straight-time pay per month.

UAW GM HOURLY

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.

EMPLOYEE PLACEMENT & TRANSFERS

Special Transfer Opportunity: Members on a Formal Leave of Absence | 326-327

Modification was made to the Appendix A language that allows members, Production and Skilled Trades, who are on a formal leave of absence with no company-paid benefits to apply for Appendix A transfer opportunities of their choosing.

Appendix A: Application Period | 320

The Appendix A Application Period for Posted transfer opportunities will reduce from 10 days to 7 days.

Hardship Transfer Opportunity | 322

The Union and company agreed to language that allows member to make application to transfer due to a temporary Hardship. Approval will be limited to members that need to care for an immediate family member with serious illness or imminent death. Final determination will be based off the medical information provided from the patient's attending physician and the Company's Corporate Medical Department.

Married Couples | 328

During negotiations the Union and company solidified language allowing married couples and unmarried couples with children selected for transfer to be de-selected when only one member is selected to fill a job transfer opportunity. Both members must make application to invoke this special consideration.

Area Hire | 323

An agreement has been made to include Fort Wayne in the Area Hire for Kokomo GMCH.

Skilled Trades Appendix A Transfer Eligibility for GMCH Facilities | 106-107

The Union and company agreed to allow skilled trades members at GMCH and GM plants to be eligible to transfer to posted job openings at both GMCH and GM under the provisions of the UAW-GM National Agreement.

Relocation Allowance | 4-6, 325

Your Bargaining Team negotiated an increase in the Relocation Allowance paid to members when transferring to other locations in the Extended Area Hire. The new amount is as Follows:
Option-1 Enhanced Relocation Package: \$37,500
Members will not be expected to pay back any portion of the signing bonus if the company cancels a Transfer Opportunity after the signing bonus has been paid out.

2 Year Seniority Requirement for Transfer | 48

Members with less than two years seniority will be eligible to transfer via Appendix A within their area hire.

SUPPLEMENTAL UNEMPLOYMENT BENEFITS (SUB)

The UAW was successful in getting SUB weeks fully replenished. Any employee who used SUB during the life of the 2019 agreement will have their SUB weeks fully replenished once employee returns to work.

SUB In-Progression and Traditional | EX. D 26

With 90 days of service, you will receive 52 weeks of Sub then 52 weeks of TSP (Transition Support Program) and 24 months of continued health coverage.

SUB Pay eligibility 90 days including Temps | EX. D 6-7

Full time temps with 90 days will receive short work week benefits and temporary layoff benefits.

BENEFITS

IMPROVED. EXPANDED. PROTECTED

No Increases to Co-Pays/Deductibles or out of pocket cost | EX. C

All current co-pays and deductibles have been maintained.

Health Care Day 1 | EX. C 35

Health Care coverage will now start on the date of hire for all new hires.

Health Care Continuation 24 months | EX. C 38

All Traditional and In-Progression members get healthcare on layoff for up to 24 months

\$1 per Hour Worked for Post-Employment Healthcare

Maintained the \$1.00 per hour for post-employment Healthcare.

EXPANDED AREAS OF COVERAGE

Chiropractic Coverage | EX. C 164 PLUS A

Chiropractic Coverage is now a covered benefit and will allow for 24 spinal manipulations.

Allergy Testing is now covered | EX. C 127

Allergy Testing will no longer be an excluded benefit.

Lasik benefit increase | EX. C 208

The amount was increased to \$350 and now also provides those Members who may still require corrective eyewear the ability to utilize the benefit 12 months after surgery.

Frames once per calendar year | EX. C 209

New frames are now covered annually, not every other year.

Fertility Treatments | EX. C 164 PLUS B

Never before a covered benefit, now a total of \$5000 combined annual benefit.

Dental Allotment | EX. C 196

Increased from \$1850 to \$2000

Sick Leaves of Absence | EX. B 23

Nurse Practitioners, Physicians Assistants and Midwives (birthing purposes) will now be able to provide certification for sick leaves.

DEPENDENTS

Work Related fatality coverage for Dependents | EX. C 47

If a Member loses their life as a result of a work related injury, dependents will be covered up to age 26.

T&PD Children Coverage | EX. C 54

Adjusted the Total & Permanent Disabled (T&PD) Children Coverage beyond age 26 if the member's dependent child becomes T&PD prior to the end of the calendar month in which the child turns age 26.

Memorialized age 26 provisions of the ACA | EX. C 52-55

This is to protect the members if our government changes laws to PPACA. Member's dependents will be covered under company healthcare

Disability Appeal and IMO | EX. B 110, 147

The UAW was successful in streamlining and strengthening the disability appeal process for a member including getting an Independent Medical Opinion (IMO)/Independent Medical Examiner (IME) for any member that has been discharged prior to concluding their appeal process.

Extended Disability Benefits In-Progression | EX. B (20) (21)

In-Progression Members will see an increase in duration in which they can receive EDB, 1 year seniority will now allow for up to 10 years or age 65.

Medicare Part B | EX. C 336

The premium will be reimbursed for medicare part B active members.

Travel Benefit | EX. C 164

Members will be able to receive travel and lodging expenses up to \$2000 annually for covered medical expenses or under IRS Code Section 213(d) in the event no network provider is available within 150 miles of the member's primary address and virtual care is not an option.

Education & Training

Training | 101-105, 358-359

Your committee's commitment to enhance and maintain full involvement in all aspects of current and future training designated for UAW members was successful in this round of bargaining. The UAW-GM Joint Skill Development and Training Committee will review all Joint Programs courses used by the UAW-GM Membership to evaluate the effectiveness of technology, objectives and materials used in these courses.

This committee will also look at the feasibility of providing Train the Trainer (T3) training for current and new technologies at the facility described in MOU Joint Activities or other jointly agreed to locations. Any company changes to the training plan administration system or any correlating applications will now be jointly reviewed. Joint subject matter experts from UAW represented facilities will form a training plan administration system advisory committee to address common system issues, assist with testing and review updates when implemented.

Tuition Assistance Program | 108-112

Going into this round of bargaining your negotiating team made it known that the rising cost of education was a concern for our members that wish to continue their education. With great persistence, significant gains to TAP benefits were made not only for full time workers but also for full time Temporary employees with at least 90 days of continuous service. All employees with 90 days of service full time or temporary qualify for TAP benefits. Qualifying members are now eligible for up to \$8000.00 per year for degreed courses at regionally accredited colleges or universities. That is an increase of \$3000.00 per year. Annual amounts for job related and personal enhancement courses were increased as follows:
Job Related courses - \$4000.00 (annual increase of \$1800.00)
Personal Enhancement courses - \$1500.00 (annual increase of \$50.00)

Tuition Assistance Program for Laid off members | 108-112

TAP benefits for laid off workers who have at least one year of seniority as of the last day worked prior to layoff have also increased.

Seniority as of date of layoff

1-3 years	\$7400
3-4 years	\$8400
4 or more years	\$9400

Other improvements within the TAP program | 108-112, 356

- Surviving Spouses and dependents of a deceased active seniority employee will now be able to utilize the remaining balance of the deceased TAP allotment for the life of the agreement for degreed related courses.
- Within 90 days of ratification, the joint parties will jointly update the appeal process for maintaining active TAP status when an employee fails a course, including STARC program related courses.

UAW Scholarship Program for Dependent Children will be established | 279-281

The bargaining committee was able to restore the benefit lost in 2009. Dependent children of active UAW-GM represented employees who are pursuing post-secondary education or training at an institution accredited by a governmental or nationally recognized agency will be eligible for an annual maximum benefit award of \$1600.00.





GMS

Team Concept in CCA | 329

The parties agreed that GMS is the single system to be used in all UAW represented sites. This includes the adoption of team concept at CCA locations including establishing Team Leaders and Principle Basketweave Teams.

VPAC | 334

Your negotiators were successful in securing enhancements to the VPAC (Vehicle Promotions Assistance Contact) process to include electronic tools to assist customers, promote our union-built products and protect personal information.

People Recognition | 332

The parties agreed to honor our members innovative ideas with the creation of a new “People Make Quality Happen” recognition event.

GMS Doc. 46 training pilot | 333

The negotiating team secured the development of a pilot project to train GMS Doc. 46 representatives in the “leaders as calibrators” process to enhance their understanding of calibrations and assessments.

ADAPT | 352-353

Improved communications

New mandatory quarterly calls between plant level ADAPT Representatives and the National ADAPT Team will create a more consistent application of the ADAPT process, resulting in better opportunities for individuals with disabilities or restrictions.

Training

Agreement by the joint parties to conduct a total review of Roles and Responsibilities, Implementation Guide, and Training Materials as well as increased mandatory training will ensure every individual with restrictions will have their circumstances properly reviewed and the best opportunities for work being provided.

Meetings

The bargaining committee negotiated mandatory meetings to review all No Jobs Available Within Restriction (NJAWR) and provide members with the opportunity to return to work as quickly as possible.

Process Review

Newly negotiated “Process Reviews” will streamline resolution process when issues are identified, as well as provide for the sharing of “Best Practices” to all locations. These process reviews will also provide the National ADAPT Team the opportunity to make strong recommendations regarding the required handling and storage of confidential information used in the ADAPT Process.

WORK FAMILY

| 197-206, 357, 381-383

Enhancements

To better serve the needs of UAW members and their families at General Motors the Bargaining Committee won important victories in our Work Family Program. The parties reaffirmed the importance of maintaining confidentiality and reinstated Document No. 39, (Memorandum of Understanding Employee Assistance Program) and Document No. 37, (Resource and Referral Services). It was agreed that Work Family Awareness training will be available to the workforce, along with including Veteran Services resources.

Childcare and Eldercare resource will be made available in the updated Policy and Procedure Manual along with a piloted on-site assessment for the Work Family Representatives. Your bargaining committee was also successful in maintaining Annual Professional Development for Doc 46. Work Family Reps.

DIVERSITY | 354

Commitment to Diversity Renewed

The diversity program is a critical piece of our Union's commitment to having a workplace free from hostility and harassment. Negotiators won language that recognizes that a proactive approach can potentially avoid problems. Annual Diversity Training will be provided for members of the Equal Application Committee along with T3 training. In addition, diversity training will continue to be available in New Employee Orientation.

Vehicle Voucher | 315

\$1,500 non-transferrable vehicle voucher for the purchase of a new GM vehicle in 2024.

Bonus Taxes | 313

All bonuses will be paid in regular weekly paychecks but will be taxed separately from regular earnings.

Document 8 | 165

Members in steps 4 and 5 of the process will now be allowed to use VR time without pre-approval. All members will have the last step removed from their record.

Joint Activities | 81-100

The Joint Activities Trust Funds to be funded for the life of the agreement.

Severe Weather Letter | EX. D 133 PLUS A

The UAW was successful in strengthening the language around the weather letter pertaining to Short Work Week (SWW) for severe weather and the 40% threshold required.

Legal Services | 287-289

The UAW was successful in continuing to provide the necessary funding to maintain the Legal Services Plan as well as now allowing Temporary Employees the opportunity to use the benefit. If you leave the company you will be able to finish a case you have started.



84 HOLIDAYS OVER FOUR AND A HALF YEARS

Holiday Added | 43A-44A

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

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	Martin Luther King Jr. Day
Jan. 1, 2025	Good Friday
Jan. 20, 2025	Day after Easter
April 18, 2025	Memorial Day
April 21, 2025	Juneteenth Day
May 26, 2025	Independence Day
June 19, 2025	Labor Day
July 4, 2025	
Sept. 1, 2025	

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	Martin Luther King Jr. Day
Jan. 1, 2026	Good Friday
Jan. 2, 2026	Day after Easter
Jan. 19, 2026	Memorial Day
April 3, 2026	Juneteenth Day
April 6, 2026	Independence Day Observed
May 25, 2026	Labor Day
June 19, 2026	
July 3, 2026	
Sept. 7, 2026	

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	Martin Luther King Jr. Day
Jan. 1, 2027	Good Friday
Jan. 18, 2027	Day after Easter
Mar. 26, 2027	Memorial Day
Mar. 29, 2027	Juneteenth Observed
May 31, 2027	Independence Day Observed
June 18, 2027	Labor Day
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	} Christmas Holiday Period
Dec. 27, 2027	
Dec. 28, 2027	
Dec. 29, 2027	
Dec. 30, 2027	
Dec. 31, 2027	Martin Luther King Jr. Day
Jan. 17, 2028	Good Friday
April 14, 2028	Day after Easter
April 17, 2028	

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

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	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 Council

James Britton
Associate General Council

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



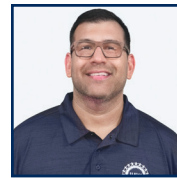
King



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 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