



# UAW-GM SUBSYSTEMS MANUFACTURING LLC

## Highlights of Proposed 2021-2023 Tentative Agreement

July 2022

### HIGHLIGHTS

- Unprecedented Wage Gains
- 6% Lump Sum Payment in May of 2023
- Retroactive Pay Back to the Expiration of the Agreement
- \$7,000 Ratification Bonus
- 1% Increase in PSP Retirement Contribution
- No Premium Share for Medical Coverage
- No Premium Share for New Dental Coverage
- New Vision Coverage
- New Profit Sharing Plan
- Preferential Hire to General Motors
- 35 Holidays Over the Life of Agreement
- Expiration Date of September 2023

### A Message to UAW GM Subsystems Mfg. LLC Members

**Dear Union Brothers and Sisters of the UAW at GM  
Subsystems Manufacturing LLC:**

This tentative agreement is a testament to the power of your solidarity and the perseverance of your bargaining leaders. All negotiations are tough, but it is the job of our union to be committed, strategic and show strength at the table.

I commend VP Terry Dittes, Region 1 Director James Harris, Region 1D Director Steve Dawes, Regions 1 and 1D staff, your bargaining committee members and local union leadership for the hard work put into this tentative agreement.

In solidarity,

**Ray Curry**  
President  
International Union, UAW

RC:SE:sr:opeiu494

# **A Message to UAW GM Subsystems Mfg. LLC Members**

**Dear Union Brothers and Sisters of the UAW at GM Subsystems  
Manufacturing LLC:**

I want to commend your bargaining committee for an outstanding job negotiating an excellent tentative agreement on your behalf! I want to thank UAW President Ray Curry for his full support to achieve this agreement!

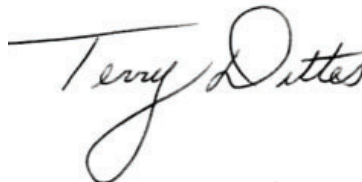
Many thanks are also extended to Region 1 Director, James Harris and Region 1D Director, Steve Dawes for their full support securing this tentative agreement along with the GM Department Staff and Regional Staff.

This agreement provides substantial wage increases across the board, no premium shares on medical coverage, retroactive back pay, signing bonus and many other economic and non-economic gains during the life of this agreement.

These results could not have been achieved without the complete solidarity of the UAW Presidents Office, UAW Region 1, UAW Region 1D, your local bargaining committee, the GM Department Staff and most of all, the support of this great membership!

Thank you again for giving us the opportunity to serve you and your families, which we are honored and humbled to do.

In solidarity,

A handwritten signature in black ink that reads "Terry Dittes". The signature is written in a cursive style with a large, looping "T" and "D".

**Terry Dittes**

UAW Vice President and  
Director of the General Motors and Gaming Departments

TD:SE:sr:opeiu494

## Wage Gains

| Effective Date of Agreement | Probationary Rate | 53-104 Weeks Worked | 105-156 Weeks Worked | 157-208 Weeks Worked | 209-260 Weeks Worked | 261-312 Weeks Worked | 313+ Weeks Worked |
|-----------------------------|-------------------|---------------------|----------------------|----------------------|----------------------|----------------------|-------------------|
| Team Member                 | \$18.50           | \$19.00             | \$19.50              | \$20.00              | \$20.50              | \$21.00              | \$22.00           |
| Team Leader                 | \$19.50           | \$20.00             | \$20.50              | \$21.00              | \$21.50              | \$22.00              | \$23.00           |

| Effective Date of Agreement  | Probationary Rate | 53-104 Weeks Worked | 105-156 Weeks Worked | 157-208 Weeks Worked | 209-260 Weeks Worked | 261-312 Weeks Worked | 313+ Weeks Worked |
|------------------------------|-------------------|---------------------|----------------------|----------------------|----------------------|----------------------|-------------------|
| Team Member Battery Assembly | \$18.50           | \$19.00             | \$20.00              | \$21.00              | \$22.00              | \$23.00              | \$24.00           |
| Team Leader Battery Assembly | \$19.50           | \$20.00             | \$21.00              | \$22.00              | \$23.00              | \$24.00              | \$25.00           |

| Effective Date of Agreement | Rate    | 53-104 Weeks Worked | 105-156 Weeks Worked | 157-208 Weeks Worked | 209+ Weeks Worked |
|-----------------------------|---------|---------------------|----------------------|----------------------|-------------------|
| Temporary Team Members      | \$15.00 | \$15.50             | \$16.00              | \$16.50              | \$17.00           |

Eligible employees will receive a 6% lump sum Performance Bonus Payment based on qualified earnings:

| Eligibility Date | Amount                                 | Payable Week Ending |
|------------------|--|---------------------|
| May 15, 2023     | Six percent (6%) of Qualified Earnings | June 11, 2023       |

Eligible employees are defined as those whose status with the Company as of the eligibility date is one of the following:

- Active with seniority
- On FMLA Leave
- On any other leave of absence or layoff not exceeding ninety (90) days as of the eligibility date

An employee's Performance Bonus will be based on the qualified earnings during the 52 consecutive pay periods immediately preceding the pay period in which the designated eligibility date falls.

For the purposes of calculating the Performance Bonus Lump Sum amount, Qualified Earnings will be defined as wages earned for:

- Hourly base wages, including straight-time and overtime
- Shift premium
- Vacation Entitlement
- Holiday
- Bereavement
- Jury Duty
- Military Duty
- Call-In Pay

## **Administrative Letter - Retroactive Wage Payment**

During the extended bargaining associated with the GM Subsystems Manufacturing, LLC, Master Agreement, the parties agreed to the following regarding wage rate increases in calendar year 2021 and 2022:

Wage rate increases designated as occurring on the effective date of the 2021 Agreement will be implemented and paid retroactively for all compensated hours on and after May 8, 2021, to employees at GM Subsystems, LLC locations (Orion, Factory 0, LGR and Flint). Impacted employees will receive a one-time payment, within 30 days of notice of ratification to account for the increase from May 8, 2021, to the effective date of the 2021 GM Subsystems, LLC, Master Agreement. This retroactive payment shall have no effect on any Benefit Plans, including eligibility for or benefits provided under such plans, which may be dependent on, or determined by, the employee's wage rate paid prior to the effective date of the 2021 GM Subsystems, LLC, Master Agreement.

## **Ratification Bonus**

Eligible Subsystems LLC employees as of the effective date of the Agreement will be paid a Ratification Lump Sum Payment as follows:

Payment: Paid within 2 weeks following the effective date of this agreement  
Amount: \$7,000.00

Eligible employees are defined as those whose status with the Company as of the eligibility date is one of the following:

- Active at ratification
- On FMLA leave
- On any other leave of absence or layoff not exceeding 90 days in duration

These awards will be subject to applicable local, state, and federal taxes and withholdings.

## Health Savings Account Bonus

- Provide a one-time \$1,000 HSA contribution to eligible employees as of January 1, 2023. Contributions will be processed no later than March 31, 2023. If an employee is not eligible for an HSA contribution or elects to opt out from the payment, the amount will be processed as taxable income. Eligible employees are defined as those whose status with the Company as of the eligibility date and the payment date is one of the following:
  - Active with seniority
  - On FMLA leave
  - On any other leave of absence or layoff not exceeding 90 days in duration
  - Employees with a terminated status as of the payment date will not be eligible for payment

## 401(k)

Increase in Retirement Contribution from 4% to 5%

- Retirement Contribution equal to 5% of the Employee's Eligible Weekly Earnings (base hourly straight time pay received up to 40 compensated hours in any one work week).

### 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.

This agreement will remain in effect from May 8, 2021 and expires September 14, 2023 at 11:59 p.m.

### UAW GM Subsystems LLC Report

This is a summary of the tentative agreement prepared for UAW GM Subsystems LLC by the UAW Public Relations and Publications Department. In all cases, the actual contract language will apply.

## Health Care Eliminate Premium Sharing

Monthly Premium - \$0 single / \$0 two-party / \$0 family

## New Dental

- Monthly Premium - \$0 single / \$0 two-party / \$0 family
- Deductible - \$50 single and \$100 for two-party and family
- Maximum Payment: The annual maximum benefit is \$1,700. The lifetime maximum for orthodontic benefits is \$2,000. The lifetime maximum for TMJ Treatment is \$2,000. The lifetime maximum for accidental dental injury is \$12,000.

\* If you utilize an out-of-network dentist, in addition to your applicable copayment, you may be responsible for the difference between the amount charged by the dentist and the Plan allowed amount.

An annual \$50 individual deductible and \$100 family deductible are applied to all covered services except for preventive and orthodontia services. Each covered individual can contribute only a maximum of \$50 toward satisfying the family deductible. The family deductible of \$100 can be satisfied without any individual meeting the individual deductible amount.

| What is Covered   | Delta PPO Dentist |         | Delta Premier & Non-Participating Dentist* |         |
|---|-------------------|---------|--|---------|
|   | Plan Pays         | You Pay | Plan Pays                                  | You Pay |
| Services covered under dental provisions include, but are not necessarily limited to, the following:  |                   |         |  |         |
| <b>Diagnostic and Preventive Services</b> - Used to diagnose and/or prevent dental abnormalities or disease (includes exams, routine cleanings, fluoride treatments and brush biopsy).  | 100%              | 0%      | 100%                                       | 0%      |
| <b>Emergency Palliative Treatment</b> - Used to temporarily relieve pain.   | 100%              | 0%      | 100%                                       | 0%      |
| <b>Radiographs</b> - Xrays  | 100%              | 0%      | 90%  | 10%     |
| <b>Relines and Repairs</b> - Relines and repairs to crowns, bridges and dentures.   | 100%              | 0%      | 90%  | 10%     |
| <b>Minor Restorative Services</b> - Used to repair teeth damaged by disease or injury (for example, fillings).  | 100%              | 0%      | 90%  | 10%     |
| <b>Periodontic Services</b> - Used to treat diseases of the gums and supporting structures of the teeth including periodontal maintenance (cleanings).<br><b>Endodontic Services</b> - Used to treat teeth with diseased or damaged nerves (for example, root canals).<br><b>Extractions</b> - Simple and surgical extractions. | 100%              | 0%      | 90%  | 10%     |
| <b>Oral Surgery Service</b> - Other surgical dental procedures, including preoperative and postoperative care.  | 90%               | 10%     | 90%  | 10%     |
| <b>Major Restorative Services</b> - Used when teeth can't be restored with another filling material (for example, crowns).  | 60%               | 40%     | 60%  | 40%     |
| <b>Prosthodontic Services</b> - Used to replace missing natural teeth (for example, bridges and dentures).  | 70%               | 30%     | 50%  | 50%     |
| <b>Implants</b> - An endosteal, single tooth, and implant used to replace missing natural teeth.  | 50%               | 50%     | 50%  | 50%     |
| <b>TMJ Treatment</b> - Used by dentists to relieve oral symptoms associated with malfunctioning of the temporomandibular joint including occlusal guards. This does not include services that would normally be provided under medical care.  | 50%               | 50%     | 50%  | 50%     |
| <b>Orthodontic Services (to age 19)</b> - Used to correct malposed teeth and/or facial bones (for example, braces).   | 60%               | 40%     | 50%  | 50%     |

**Annual deductible of \$50 individual and \$100 family applies to all covered services except for preventive and orthodontia services.**

**Maximum Payment:** The annual maximum benefit is **\$1,700**. The **lifetime** maximum for orthodontic benefits is **\$2,000**. The **lifetime** maximum for TMJ Treatment is **\$2,000**. The **lifetime** maximum for accidental dental injury is **\$12,000**.

*\*If you utilize an out-of-network dentist, in addition to your applicable copayment, you may be responsible for the difference between the amount charged by the dentist and the Plan allowed amount.*

# New Vision

GM's vision coverage provides assistance toward the cost of routine eye exams, frames and lenses through a national network of participating providers, which includes ophthalmologists, optometrists and optical facilities. The provider is Davis Vision.

## Summary of Benefits

The chart below summarizes the benefit frequency and level of benefit payment for vision services (in the absence of corrective eye surgery) when received from a network, out-of-network or out-of-area provider.

## Premiums

|                         |                           |
|-------------------------|---------------------------|
| Single - \$6.89         | Self + Children - \$16.27 |
| Self + Spouse - \$13.59 | Family - \$22.09          |
| Self + Child - \$11.58  |                           |

| NETWORK PROVIDER   | OUT-OF-NETWORK PROVIDER   | OUT-OF-AREA PROVIDER  |
|--|---|---|
| <b>Vision Exam:</b> <i>Limited to one examination per calendar year (performed by an optometrist or ophthalmologist)</i>   |   |   |
| Covered at 100%  | Reimbursed up to \$40 for Optometrist and Ophthalmologist. (Ophthalmologist can be reimbursed up to \$175 when a specific condition exists.)                                    | Reimbursed based on reasonable and customary  |
| <b>Eye Glass Frame Allowance:</b> <i>Limited to one set of frames per calendar year</i>  |   |   |
| Up to \$150 plus 20% discount on overages  | Reimbursed up to \$25   | Reimbursed based on reasonable and customary  |
| <b>Corrective Lenses:</b> <i>Limited to one set of lenses per calendar year; includes single, bifocal and trifocal</i>   |   |   |
| Covered at 100%  | Reimbursed up to: <ul style="list-style-type: none"> <li>• \$30 for single lens</li> <li>• \$50 for bifocal &amp; progressive lens</li> <li>• \$60 for trifocal lens</li> </ul> | Reimbursed based on reasonable and customary  |
| <b>Contact Lenses including fitting &amp; follow-up care:</b> <i>Limited to one set of lenses per calendar year in lieu of frames and corrective lenses</i>  |   |   |
| <b>Material Allowance:</b> Up to \$150 plus 15% discount on overages<br><b>Evaluation, Fitting and Follow-Up Care:</b> <ul style="list-style-type: none"> <li>• Standard lenses covered 100%</li> <li>• Specialty lenses covered up to \$60 with 15% discount on overages</li> </ul> | Reimbursed up to \$70, or \$180 for medically required contact lenses   | Reimbursed based on reasonable and customary if medically necessary, otherwise \$70 |
| <b>CORRECTIVE EYE SURGERY*:</b> <i>Limited to once every 48 months</i>   |   |   |
| Enrollee reimbursed \$295*   | Enrollee reimbursed \$295*  | Enrollee reimbursed \$295*  |

\*An enrollee receiving benefits for corrective eye surgery will not be eligible for material benefits (frames, lenses and contact lenses) for the remainder of the current year, plus three subsequent years. A corrective eye surgery claim form is necessary for reimbursement.

## Formulary Exploration

The parties intend to implement CVS Caremark's Standard Control Formulary and the Advanced Control Specialty Formulary administered by the Pharmacy Benefit Manager, effective October 1, 2022. In order to proceed with implementation, the parties must jointly agree that all concerns related to the Formulary have been addressed by August 1, 2022, to enable effective communication to employees. Implementation shall not occur until all parties are in mutual agreement on all concerns, terms and conditions of the Formulary.

## Subsystems Employee Profit Sharing

- The parties agree eligible GM Subsystems, LLC employees will receive 25% of the Eligible Profit Sharing Amount as defined in The Plan.
- Eligibility, plan rules, and calculation of performance will follow the UAW-GM supplemental agreement covering profit sharing plan, Exhibit F to the Agreement between the UAW and General Motors LLC dated October 16, 2019.
- Profit Sharing Amount will be determined in accordance with The Plan.
- Retro active payment for 2021 Performance Plan Year, payable 60 days from date of ratification of the GM Subsystems, LLC Master Agreement. All Plan eligibility requirements will apply.

## Attendance Step Back

Effective on the second Monday following notice of ratification, the last or most recent Occurrence issued (excluding the 8th Occurrence) will be expunged and removed from the employee's record. There is no entitlement to back pay as a result of this record adjustment. Following the adjustment, any future Occurrence to be issued will progress from the remaining most recent Occurrence on the employee's record, providing the Locked Period for that Occurrence is still in effect.

## Discipline Step Back

Effective on the second Monday following notice of ratification, the last progressive discipline step on the employee's record, excluding any employee at Step 5 – discharge, will be taken back one to the prior progressive discipline step for the purpose of progression. There is no entitlement to back pay as a result of this record adjustment. Any grievances associated with the last discipline on record will be considered settled. Following the adjustment, any future discipline issued will progress from the revised Step on the employee's disciplinary record.

### **Dues: A Constitutional Matter**

Dues are determined by UAW Constitution action and are not a subject of negotiations. Dues are based on the principle that they reflect each worker'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.



# Holidays

## 2021

- 1) Memorial Day (May 31, 2021)
- 2) Independence Day (July 5, 2021)
- 3) Labor Day (September 6, 2021)
- 4) Veteran's Day (November 11, 2021)
- 5) Thanksgiving Day (November 25, 2021)
- 6) Friday after Thanksgiving (November 26, 2021)
- 7) Christmas Holiday Period (December 24, 2021)
- 8) Christmas Holiday Period (December 27, 2021)
- 9) Christmas Holiday Period (December 28, 2021)
- 10) Christmas Holiday Period (December 29, 2021)
- 11) Christmas Holiday Period (December 30, 2021)
- 12) Christmas Holiday Period (December 31, 2021)

## 2022

- 1) Martin Luther King, Jr. Day (January 17, 2022)
- 2) Good Friday (April 15, 2022)
- 3) Day After Easter (April 18, 2022)
- 4) Memorial Day (May 30, 2022)
- 5) Independence Day (July 4, 2022)
- 6) Labor Day (September 5, 2022)
- 7) Federal Election Day (November 8, 2022)
- 8) Veteran's Day (November 11, 2022)
- 9) Thanksgiving Day (November 24, 2022)
- 10) Friday after Thanksgiving (November 25, 2022)
- 11) Christmas Holiday Period (December 26, 2022)
- 12) Christmas Holiday Period (December 27, 2022)
- 13) Christmas Holiday Period (December 28, 2022)
- 13) Christmas Holiday Period (December 29, 2022)
- 15) Christmas Holiday Period (December 30, 2022)

## 2023

- 1) New Year's Day (Observed) (January 2, 2023)
- 2) Martin Luther King, Jr. Day (January 16, 2023)
- 3) Good Friday (April 7, 2023)
- 4) Day After Easter (April 10, 2023)
- 5) Memorial Day (May 29, 2023)
- 6) Independence Bridge Day (July 3, 2023)
- 7) Independence Day (July 4, 2023)
- 8) Labor Day (September 4, 2023)

## **Bereavement Leave**

In the event a seniority employee is absent on a regularly scheduled work day as a result of a death in the employee's immediate family, the employee shall be paid at their regular straight time rate for up to three (3) consecutive scheduled work days (a maximum of twenty-four (24) compensated hours) or for up to five (5) consecutive scheduled work days (a maximum of forty (40) compensated hours) in the case of the death of an employee's current spouse, parent, child or step-child. Reasonable evidence supporting the claim of death of a family member, along with a properly completed application for pay under this provision, is required by the Company as a condition of receiving bereavement pay.

## **Vacation for Layoffs**

The parties agree to discuss any situations where employees vacation eligibility has been impacted by prior year plant layoffs.

If an employee has more than one (1) year seniority, and, due to plant layoffs the prior year was unable able to work at least 13 weeks, Management will make 40 hours of their vacation entitlement available on January 1<sup>st</sup>.

## **Preferential Hiring**

Accordingly, the parties agree that Company employees that have applied for an approved GM production opening (excluding CCA and GMCH) will be given prior consideration to other external candidates. GM will review the applications of interested and qualified Company employees who have been continuously employed by the Company for at least one (1) year, are not in the "Locked Period" of the Attendance Procedure and are below Step 3 of the Progressive Discipline Procedure. The parties also understand that Company employees hired by GM will not carry over any seniority from the Company and will receive new hire treatment for those that accept the job offer. The maximum number of Company employees permitted to transfer to approved openings will not exceed 20% of each Company's site population for an approved GM requisition.

GM Subsystems, LLC employees may apply for GM temporary positions by utilizing the external application process.

GM will continue to follow its established hiring processes and procedures. This provision shall not provide the basis for any grievance or breach of contract claim against Company or GM and does not change that fact or create any future bargaining obligations with either.

Any issues pertaining to the above will be brought to the National Parties for discussion and resolution.

## **Transfer Between Subsystems Facilities**

Employees may become aware of opportunities at other GM Subsystems LLC locations by utilizing the external Careers website. In the event an employee has interest in applying to a GM Subsystems LLC location, the employee should notify local Management. Management will evaluate the feasibility of fulfilling the employee's request to transfer between GM Subsystems, LLC locations. Considerations for effectuating a transfer will include, but not be limited to, existing openings, manpower constraints and/or any impact on business conditions. In the event a transfer is approved, employees will retain their continuous service and Company seniority dates and receive a new local seniority date.

## **Expiration Date**

We changed the Duration clause to a new expiration date of September 14, 2023 at 11:59 p.m.. (Detroit Time).

## **Pay Shortages**

Upon employee request, pay shortages due to Management error of four (4.0) hours or more will be paid by the end of the third normal business day via direct deposit.

## **Contract Books**

Management will provide a printed copy of the 2021 GM Subsystems Manufacturing, LLC, Master Agreement to all GM Subsystems Manufacturing, LLC employees. Management will provide additional copies to employees after 90 days worked.

## **Business Units**

New language will allow members to exercise seniority across business units provided they are capable of performing the work function.

## **UAW Health Care Agreement**

UAW mutual agreement language added to Health Care to give the Union a voice over decisions made regarding health care carriers, coverages, and terms and condition of the Health Care Program.

## **VR Days**

Four (4) vacation days designated for absences not scheduled in advance.

(These vacation days must be utilized in either one-half or full-day increments.)

## **Temporary Employees**

Temporary Employee hiring approval by International Union, UAW Vice President.

**UAW-GENERAL MOTORS  
SUBSYSTEMS MANUFACTURING LLC  
NEGOTIATING TEAM**

**Ray Curry**

*President, International Union, UAW*

**Terry Dittes**

*UAW Vice President and Director of General Motors and Gaming Departments*

**James Harris**

*Director  
UAW Region 1*

**Steve Dawes**

*Director  
UAW Region 1D*

**Bryan Czape**

*TOP Administrative Assistant  
UAW General Motors and Gaming Departments*

**Zach Adams**

*Assistant Director  
UAW General Motors Department*

**Barry Campbell**

*Servicing Representative  
UAW General Motors Department*

**Dwayne Hawkins**

*Servicing Representative  
UAW General Motors Department*

**Wilson Boyd**

*Chairperson and Top Negotiator  
UAW Local 5960*

**Annie Rankin**

*Chairperson and Top Negotiator  
UAW Local 652*