



UAW

GENERAL MOTORS

SEPTEMBER 2011

Highlights

- **No takeaways on allowances**, programs and other gains, despite aggressive demands by the employer.
- **Compensation language strengthened**; full disclosure and enhanced union involvement in salaried compensation program.
- **\$2,000 training bonus** for all full-time UAW-represented GM salaried workers.
- **Supplemental on call** to receive a first-time training bonus of \$100 - \$200.
- **Stronger Umpire language**; staffing reductions resulting in voluntary loss of employment may now go before an Umpire.
- **Trained union liaisons** for salaried benefits.
- **Union activity** protected.
- **Career Development Planning Tool** now voluntary.

A message to UAW salaried members at GM

Your elected salaried bargaining team at General Motors entered this set of negotiations knowing that the company has never – and still doesn't – believe we deserve the protections and other benefits that collective bargaining delivers. Indeed, they would rather we work as "at-will" employees whose compensation and working conditions can be changed at management's whim. Just as important as what is in this agreement, is what is not.

This round of negotiations saw the company make many attempts to make us fall in line with their GM Salaried Policy by eliminating overtime, shift premiums and numerous other items.

Thanks to the outstanding support we received from the leadership of the International Union, your hourly brothers and sisters, and most importantly you, the salaried members, we were able to withstand these efforts. We now present you with a proposed contract worthy of your careful consideration and ratification.

In solidarity,

Bob King, president
International Union, UAW

Joe Ashton, vice president and director
UAW General Motors Department



UAW GM Salaried National Negotiating Team co-chairs Denis Agosta, right, and Shelly Wonch discuss proposed contract language.

Salaried bargaining team wins significant compensation gains, including \$2,000 training bonus; supplemental nurses receive bonus for first time

\$2,000 training bonus doubles the 2007 agreement

Negotiators fought for and won a \$2,000 training bonus from the company that will be paid following the ratification of the Salaried Master Agreement to all full-time salaried UAW-represented workers. This represents a doubling of the bonus that was paid in 2007.

A first: Supplemental nurses win training bonus

The negotiating team won an important victory for supplemental on-call employees (nurses) by gaining language that awards them a \$100 or \$200 training bonus. The bonus will be pro-rated, depending on hours worked in 2011.

Nurses retain uniform allowance

The company made an aggressive, sustained effort to eliminate the \$1,200 uniform allowance for nurses.

Your negotiators held tough to our position that these uniform allowances are not only a previous contract victory that we would not allow to be eliminated, but that the uniforms are also Personal Protective Equipment (PPE) that the company is required by law to provide.

Supplemental nurses eligible for vehicle program

Your negotiators won language that recognizes supplemental nurses as eligible in the GM Vehicle Purchase Program, saving them potentially thousands of dollars when they buy a GM vehicle. We made the point that this is not only an outstanding benefit for our members, but a benefit to the company as they serve as ambassadors for our products.

Document 9 protections preserved

Despite the company's repeated efforts to remove all of the protections

of Document 9, your negotiators locked the current overtime and shift premium policy in place for the life of the agreement. Management also committed to the union that it has no current plans to change the SDPA policy.

COLA floated into base, then eliminated

Effective the first day of the month following written notification of the proposed agreement, \$250 of the Cost of Living Allowance (COLA) will be added to members' monthly base salaries. Though COLA payments will be discontinued thereafter, it must be noted that our salaried members were the last group to lose COLA payments at GM.

Enhanced Variable Pay language strengthened

Responding to members' concerns about the fairness of the Enhanced Variable Pay process, negotiators won language designed to make it more

equitable and more transparent. Union representatives will now be able to police the program more effectively and have formal input, thanks to the new language.

Improved job security

Your negotiators won stronger Umpire language that adds any involuntary loss of employment as a permissible topic to be considered by the Umpire. Currently, only disciplinary actions were permissible topics for consideration for salaried members.

Career Development Planning Tool now voluntary

The mandatory nature of the Career Development Planning Tool was seen by many members as a threat to their employment. Negotiators won language that makes using the tool voluntary.

Glossary established

Due to lingering disagreements about the meaning of company terms, negotiators demanded and won a glossary of terms to be placed in contract language to circumvent management's ongoing misinterpretation of our contract.

Supplemental nurses can apply internally for openings

Supplemental nurses have been told that they must wait until a position is posted externally before they can apply for the opening. Negotiators corrected this injustice by winning language that requires the company to allow supplemental nurses the right to apply using the GM Opportunity Aware Program (OAP).

Trained union liaisons for pension, benefit questions

UAW salaried members will no longer need to rely solely on human

resources to answer their benefit and pension questions after your negotiators won language that requires the company to train union liaisons whom members can utilize. The liaisons will be able to access detailed information on how pension and benefits are administered so our members get correct and consistent information and answers.

Union activity protected

Negotiators won language that prevents the company from placing union members at a disadvantage in evaluations and other areas simply for participating in union activity. The committee also won the right to place three union bulletin boards for union notices such as elections, meetings and other information.

UAW GM Salaried Report

This report describes highlights of the agreement negotiated by the UAW 2011 National Salaried Negotiating Team at General Motors. Each article covers contract language which applies to UAW GM salaried workers.

The proposed agreement covers those UAW GM members in Locals 22, 774, 909, 1811, 2209 and 2250, registered nurses and registered radiological technologists, and Local 1869 members who are senior trim technicians, senior designers, leaders, designers and associate designers.

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.

UAW 2011 National Salaried Negotiating Team at General Motors

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UAW Local 1811

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