



UAW-NEXTEER

Highlights of Proposed 2015-2020 Tentative Agreement

December 2015

Contract Highlights

- All pay is retroactive to Sept. 15, 2015
- \$2,000 signing bonus
- HMO/PPO health care options; no cost share to employees – Article XVII
- HRA Card is \$300/\$600 – Article XVII
- Wage increases for all employees – Article XVII
- \$40,000 severance package for everyone employed at time of ratification – Article VIII
- No emergency status
- All holidays deferrable/Christmas holiday rolls into next calendar year – Article XXIV
- Perfect Attendance time rolls year-to-year – Article XXIV
- Contract expires March 20, 2020 – Article XXII
- New critical plant language – Article XIII
- No flex employees
- All employees permanent after 90 days – Article VIII
- 401(K) option for all employees/company match for employees with at least one (1) year seniority – Article XVII
- VR time may be used in any six (6) minute increment – Article XXIV
- Lines of demarcation for skilled trades – New Book
- Buy down employees in the “A&D” buckets will receive promotional wage immediately, and will make the promotional wage upon transferring into the group
- Shutdown week eliminated; no requirement to take time off unpaid or use vacation time – Article XII
- If company boot truck is unavailable, employees will be reimbursed up to \$75 for safety shoes – Article XII
- No change to vacation time – Article XVI
- No change in relief time – Article XXVII
- Per diem language changed to six (6) months – Article XX

All Pay is Retroactive to Sept. 15, 2015

Employee pay will now be retroactive to Sept. 15, 2015.

\$2,000 Signing Bonus

Employees will receive a signing bonus that is \$500 more than the previous tentative agreement.

HMO/PPO Health Care Options; No Cost Share to Employees – Article XVII

Employees with PPO health care will have no premium share. Your bargaining committee also won a \$500 cash incentive for each year an employee chooses HMO coverage.

HRA Card is \$300/\$600 – Article XVII

The card provision is now reinstated.

Wage Increases for all Employees – Article XXIII

Each employee will receive wage increases through the new agreement.

\$40,000 Severance Package for Everyone Employed at Time of Ratification – Article VIII

Bargainers won a new severance package that will cover all current employees upon ratification of the tentative agreement.

No Emergency Status

Your bargaining committee fought for, and won, the elimination of emergency status for employees.

All Holidays Deferable/Next Calendar Year – Article XV

Employees will retain the right to defer all holidays and to roll the Christmas holiday into the next calendar year.

Perfect Attendance Time Rolls Year-to-Year – Article XXIV

Your bargaining committee was able to maintain your right to roll your perfect attendance time from year to year.

New Critical Plant Language – Article XIII

Bargainers won the provision that Critical can only be used two (2) times per year now, and that there will be a negotiated premium for employees required to work during those times.

No Flex Employees

Your bargaining committee won the elimination of flex employee status.

All Employees Permanent After 90 Days – Article VIII

Bargainers won an agreement from the company that an employee will no longer be temporary after 90 days.

401K Option for all Employees/Company Match for Employees with at least one (1) Year Seniority – Article XVII

All employees in current 401K plans will be grandfathered in, and the new plan will be created for all other employees with a company match.

VR Time May be Used in Any six (6) Minute Increment – Article XXIV

VR time will now be able to be used in six (6)-minute increments up to five (5) times per year.

Lines of Demarcation for Skilled Trades – New Book

Lines of demarcation for skilled trades will be maintained.

Buy Down Employees in the “A&D” Buckets will Receive Promotional Wage Immediately and Be Allowed to Make the Promotional Wage Upon Transferring into the Group

Your bargaining committee won agreement from the company to eliminate contract language that prevented this.

Shutdown Week Eliminated, No Requirement to Take Time Off Unpaid or Use Vacation Time – Article VIII

Employees will now be laid off during these times and receive unemployment.

If Company Boot Truck is Unavailable Employees Will be Reimbursed up to \$75 for Safety Shoes – Article XII

Bargainers won a shoe allowance increased to \$75 per employee for each year of the agreement.

No Change to Vacation Time – Article XVI

Your committee won agreement from the company to keep this provision intact.

No Change in Relief Time – Article XXVII

Bargainers won company agreement not to make changes to relief time.

Per-Diem Language Changed to six (6) Months – Article XX

Your bargaining committee won language that reduces from two (2) years to 6 months when seniority stops accruing.

Contract Expires March 20, 2020 – Article XXII

Final TA Wage Table								
12/8/2015								
Production	Current Wages	Ratification	Year 2 9/15/2016	Year 3 9/15/2017	Year 4 9/15/2018	Year 5 9/15/2019		
	Prod II NH/Temps - Team Leaders add \$0.50/hr							
	\$12.00	\$ 14.00	\$ 14.47	\$ 14.94	\$ 15.41	\$ 15.88		
	\$12.48	\$ 14.00	\$ 14.47	\$ 14.94	\$ 15.41	\$ 15.88		
	Prod I Sup/Prod II - Team Leaders add \$0.50/hr							
	\$14.50	\$ 15.50	\$ 16.12	\$ 16.60	\$ 17.21	\$ 17.77		
	\$15.09	\$ 16.09	\$ 16.73	\$ 17.24	\$ 17.45	\$ 17.77		
	\$15.43	\$ 16.43	\$ 16.77	\$ 17.10	\$ 17.44	\$ 17.77		
	Prod I Sup - Team Leaders add \$0.50/hr							
	\$16.28	\$ 17.28	\$ 17.63	\$ 17.98	\$ 18.34	\$ 18.69		
New Hire Start Rates								
Start Rate Year 1	Start Rate Year 2	Start Rate Year 3	Start Rate Year 4	Start Rate Year 5	* After 90 Days New Hires Fall into Prod II NH/Temps Rate Table			
\$ 13.00	\$ 13.50	\$ 14.00	\$ 14.50	\$ 15.35				
Specialized	Current Wages	Ratification	9/15/2016	9/15/2017	9/15/2018	9/15/2019		
	Remaining Legacy B into Specialized. Team Leaders add \$0.50/hr.							
	\$ 17.26	\$ 18.26	\$ 18.63	\$ 19.00	\$ 19.19	\$ 19.56		
	\$ 17.55	\$ 18.26	\$ 18.63	\$ 19.00	\$ 19.19	\$ 19.56		
Semi-Skilled	Current Wages	Ratification	9/15/2016	9/15/2017	9/15/2018	9/15/2019		
	Semi-Skilled - Team Leaders add \$0.50/hr.							
	\$ 19.68	\$ 20.47	\$ 20.47	\$ 21.37	\$ 21.37	\$ 21.37		
	Lump Sum		3%		3%	2%		
	\$ 20.75	\$ 21.37	\$ 21.37	\$ 21.37	\$ 21.37	\$ 21.37		
Lump Sum		3%	3%	3%	2%			
Skilled		Ratification	9/15/2016	9/15/2017	9/15/2018	9/15/2019		
	Skilled I		\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$30.00	
	Skilled II		\$ 26.00	\$ 27.50	\$ 28.75	\$ 30.00	\$30.00	
	Lump Sum Skilled I			2%	4%	3%	2%	
	Lump Sum Skilled II						2%	
** This Wage Economic Proposal includes a ONE TIME \$2,000 per active employee payment upon ratification.								
*Wage rate changes will be retroactive to September 15, 2015.								

UAW-NEXTEER NEGOTIATING TEAM

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