



UAW-CATERPILLAR

Highlights of Proposed 2023-2029 Tentative Agreement

March 2023

Contract Highlights

- Six-year agreement
- \$6,000 ratification bonus for all employees
- Wages – guaranteed wage increases
- Lump-sum payouts
- Night shift premium increased
- Enhancements to paid absence allowance time
- Fifth week of vacation at 20 years
- Marijuana removed from random testing and return from leave testing
- Multiple enhancements in health & safety language
- Increase in parental leave time
- Enhancements to retention bonuses per job classification
- Tax-Deferred Retirement Plan (TDRP) enhancements
- Increased vacation ability during summer shutdown
- All bid restrictions reduced to 12 months
- All successful bid awards moved within 90 days
- Increased layoff payment to \$170 weekly
- Maintained plant closing moratorium
- New restrictions for temporary assignments

WAGES

INCREASE	TYPE	YEAR
7%	GWI	Upon Ratification
4%	Lump Sum	March 2024
4%	GWI	March 2025
4%	Lump Sum	March 2026
4%	GWI	March 2027
4%	GWI	March 2028

WAGE PROGRESSION SCHEDULE CHANGES

- Improved wage progression schedule
- Now calendar weeks versus active weeks of work

PAID ABSENCE ALLOWANCE IMPROVEMENTS (PAA)

- 50 hours PAA for all regular full-time employees
- 40 hours PAA for all full-time supplemental employees
- 20 hours PAA for part-time supplemental employees
- Remove one year seniority requirements for PAA time

ATTENDANCE POLICY IMPROVEMENTS ON PAA

- Paid absence allowance for unforeseeable absences approved if it requested 30 minutes prior to the start of the shift
- Paid absence allowance for unforeseeable absences approved during the shift if notification is provided to the supervisor

TAX-DEFERRED RETIREMENT PLAN

- Increase company match on employee contribution from 50% to 75%

NEW RETIREMENT BONUS

- A one-time only company contribution to Tax-Deferred Retirement Plan (TDRP) of \$10,000 for pre-2005 and post-2005 employees upon attaining 20 years of seniority

RATIFICATION BONUS

- \$6,000 ratification bonus for all employees
- Ratification and lump sums deferrable to 401k

PLANT CLOSING MORATORIUM

- Plant closing moratorium maintained for life of agreement

HOURS OF WORK & OVERTIME

- Paid 20-minute break if you work 4 or more hours beyond normal shift
- Employees on a 3 twelve-hour shift schedule receive 40 hours pay

NIGHT PREMIUM IMPROVEMENT

- Shift premium increase from 60 to 75 cents for full-time effective upon ratification, 30 cents to 75 cents for supplemental at ratification
- Shift premium increase to \$1.00 for all March 1, 2025
- Supplemental tier removed

VACATION IMPROVEMENTS

- Additional week of vacation at 20 years, with a 10% payment
- One week of summer shutdown vacation released for use

JOB BID IMPROVEMENTS

- All bid restrictions are reduced from 24 and 18 months to 12 months
- Successful job bidders moved within 90 days
- Added temporary assignments to the weekly move letter

REDUCTION IN FORCE IMPROVEMENT

- Increased training time when affected by a reduction in force
- Increased layoff payment from \$100 to \$170 weekly

BEREAVEMENT IMPROVEMENT

- New language for delayed funeral services

PARENTAL LEAVE ENHANCEMENT

- Increased parental leave from 40 to 80 hours paid

ARBITRATION SCHEDULING ADDITIONS

- Added 4 open days for just cause arbitration

RETENTION BONUS IMPROVEMENTS AND ADDITIONS

- Several new classifications added
- Pay increases for retention bonus effective day one

JOB SECURITY IMPROVEMENT

- Changed active weeks of work to seniority (calendar days) for job security

VOLUNTARY SEPARATION PROGRAM

- Added a bargained formula that includes years of service times dollar amount for voluntary separation

SUBSTANCE ABUSE PROGRAM

- Marijuana no longer included in random drug testing and return from leave, but remains in reasonable suspicion testing with an opportunity of a Last Chance Agreement (LCA)
- Alcohol tests between .04 and .079 also have an opportunity of a Last Chance Agreement (LCA) for reasonable suspicion

SKILLED TRADES TRAINING

- New language on committing to meet with the union to discuss adding training programs for skilled trades

JOB CANVASSING

- Language on canvassing for jobs with seniority requirements

TEMPORARY ASSIGNMENT IMPROVEMENT

- New language capping the duration of temporary assignments

HEALTH AND SAFETY IMPROVEMENTS

- Safety boots allowance increased to \$150 annually
- Mutually agreed upon training topics for the annual joint safety training, at least 45 days in advance
- Company agrees to supply new or refurbished weld helmets and any associated equipment as required
- If the Safety Committee Person is not available, his/her alternate will be allowed to function in his/her place
- Company will provide to the plant Safety Committee, the latest copy of OSHA 301 reports
- Company will provide the director of the plant Safety Committee, or his/her alternate, with a copy of 301 forms for recordable incidents within its business unit
- Safety Committee can now also view recordable injuries within the unit to recommend corrective measures where appropriate
- Plant Safety Director or representative will be involved in any final step Safety Grievances with no loss of pay

BENEFITS

- Company has agreed to withdrawing an employee's health care premiums either by deducting from short term disability checks or by company building arrearages for employees
- Health care backstop still in place with no changes to plan description and triggers, a maximum 2% annual increase in active employees' premiums and a maximum 1.8% annual increase to the retirees' premiums with deductibles and maximum out of pockets reflecting current 2023 amounts through 2029

UAW-Caterpillar Report

This is a summary of the tentative agreement prepared for UAW-Caterpillar members by the UAW Public Relations Department. In all cases, the actual contract language will apply.

Duration and Ratification

These 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 expire on March 1, 2029.

2023 UAW-CATERPILLAR NEGOTIATING COMMITTEE

Chuck Browning

*Vice President and Director
UAW Ag-Imp Department*

Brandon Campbell

*Director
UAW Region 4*

Brandon Keatts

*Top Administrative Assistant
to Vice President Browning*

Tom Weber

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Matt Butler

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