

# UAW & Ventra Sandusky 2024 Contract Highlights

## NON-ECONOMIC (Contract Language) WINS:

- All Jobs are now “Bid Jobs”.
- Reduced loss of Bid Rights to four (4) Months from six (6) Months.
- Job Bids shall be posted for three (3) Days instead of two (2).
- Elimination of LPA within 60 Days of Ratification.
- **\*\*\*NEW\*\*\*** TLO Layoffs will be by Plant Seniority within Assembly & Molding (M5 is considered Molding).
- No Forced TLO while Probationary and/or Temporary workers are in the building.
- No Member forced “Home” while Probationary and/or Temporary workers are in the building.
- Pay discrepancies verified by Human Resources by 10 am on payday, will be direct deposited on the following day.
- **\*\*\*NEW\*\*\*** Minimum 1 week notice prior to a change in Department Start/Stop times (If customer demands dictate a change of less than 1 week, proof of the customer direction will be provided to the union. Timeline of 60 days from Rat.).
- Daily Overtime (Mon. – Fri.): members can only be charged for a maximum of six (6) Hours.
- Weekend Overtime: Assembly Weekend work rotation language.
- **\*\*\*NEW\*\*\*** Medical Leaves lasting longer than forty-five (45) days will have a Temporary Bid Posted.
- **\*\*\*NEW\*\*\*** The Company will observe and follow the provisions of the Uniformed Services Employment Rights Act (USERRA)
- Significant gains in Apprenticeship Language.

# UAW & Ventra Sandusky 2024 Contract Highlights

## ECONOMIC (\$\$\$) WINS:

- Ratification Bonus of \$1,500.
- Attendance Policy:
  - Sixty (60) Day Point reduction from ninety (90) Days.
  - Maintain Year-to-Date Rolloff.
  - Members with zero (0) points and sixty (60) Days of perfect attendance will receive four (4) hours of PTO.
- **\*\*\*NEW\*\*\* Additional Holiday – Juneteenth.**
- Productivity Bonus Increase to \$600 (moved to July).
- **\*\*\*NEW\*\*\* Cost Adjustment of \$850 payable in December.**
- Insurance Premiums capped at 15% (Standard in UAW is 20%).
- **\*\*\*NEW\*\*\* \$400 for Hearing Aid Benefit**
- Dental Insurance Increases in years 1 & 3 (currently capped at \$1,000).
  - Year 1 - \$1,200
  - Year 3 - \$1,500
- Increases in Shift Premiums in years 1 & 4.
  - Year 1 - .30 / .40
  - Year 4 - .50 / .75
- Membership Representation Gains:
  - Health & Safety Rep gains: additional Monday.
  - Skilled Trades gains one day.
- Safety Shoe Reimbursement increases in years 1 & 3 (currently capped at \$150).
  - Year 1 - \$175
  - Year 3 - \$200
- Bereavement Gains – Five (5) Days for Brother & Sister from three (3) days.
- Company Repayment Gains (**Over payment**) – Company restricted from deducting no more than a \$100 per week.
- **\*\*\*NEW\*\*\* Retirement Benefit:**

# UAW & Ventra Sandusky 2024 Contract Highlights

- **\$5500** dollars, limit of 4 Skilled and 4 non-skilled employees per contract year. Must have 85 points or greater (years of service + age). Company must approve date of retirement. The company agrees to continue medical through the end of the month of the retirement date.
- Pension & 401K Contribution date now the same.
- 401K Gains in years 2, 3, & 4 (currently capped at \$1,300)
  - Enrollment now four (4) times a year.
  - Year 2 - \$1,350
  - Year 3 - \$1,400
  - Year 4 - \$1,450
- Pension Language Clarification.
  - Compensated hours being: Regular paid hours, vacation, holidays, jury duty, bereavement and paid union time.

# UAW & Ventra Sandusky 2024 Contract Highlights

*Disclaimer: In order to keep apples to apples, the following costs are only for wage increases. The costs of wage increases are by far the bulk off the costs, with the holiday and shoe allowance in the new TA being marginal by comparison.*

- **2020 CBA vs 2016 CBA**
  - Based on the 2020 employment figures (2,123) the 2020 CBA had \$20.5 million in new money; however, the employment was nearly double the 2024 count (1,142). **When normalizing the 2020 CBA to the 2024 headcount numbers, the new money for wage increases in the 2020 CBA was just north of \$11.5 million.**
- **2024 TA vs 2020 CBA**
  - Based on the 2024 employment figures (1,142) the **2024 TA has over \$50 million in new money for wage increases.**

**So, the 2024 TA (\$50 million) has over four times the new money/value in wage increases alone than the 2020 CBA (\$11.5 million) when adjusting for 2024 employment counts.** (both contracts are 4 years)

The majority of employees are in Pay Grade 1 “Production Service”, which had the following wage rate increases:

- 2020 CBA: \$18.45 to \$20.15 – \$1.70 wage increase (9.2%) over four years
- 2024 TA: \$20.15 to \$26.50 – **\$6.35 wage increase (31.5%) over four years**
  - This includes a **\$3.85 raise at ratification** – meaning the immediate wage increase is more than **twice** what they received in the entire previous 4-year contract!

## 2024 Tentative Agreement

**Classifications will receive a wage increase as outlined below:**

Level Rates	Sept. 1/24	Sept. 1/25	Mar. 1/26	Sept. 1/26	Mar. 1/27	Sept. 1/27	Mar. 1/28
Pay Grade 1	\$24.00	\$24.25	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50
Pay Grade 2	\$24.20	\$24.45	\$24.70	\$25.20	\$25.70	\$26.20	\$26.70
Pay Grade 3	\$24.81	\$25.06	\$25.31	\$25.81	\$26.31	\$26.81	\$27.31
Pay Grade 4	\$26.03	\$26.28	\$26.53	\$27.03	\$27.53	\$28.03	\$28.53
Pay Grade 5	\$26.43	\$26.68	\$26.93	\$27.43	\$27.93	\$28.43	\$28.93
Pay Grade 6	\$36.85	\$37.10	\$37.35	\$37.85	\$38.35	\$38.85	\$39.35

\*For PMEA’s who have been in the classification for 1YR and have completed the Pulson/RJG certification will paid a \$1 above top rate.