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INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA – UAW

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RORY L. GAMBLE, *PRESIDENT*

RAY CURRY, *SECRETARY-TREASURER*

VICE-PRESIDENTS: TERRY DITTES • CINDY ESTRADA • GERALD KARIEM

February 19, 2021

TO: All UAW General Motors Local Union Presidents, Shop Chairpersons, Vice Presidents, Financial Secretaries and Recording Secretaries

**RE: Updates – 2021**

Dear Union Brothers and Sisters:

I hope you and your families are well during this ongoing pandemic and the severe weather occurring throughout our country.

Many of our locations have been affected by the severe weather and we continue to debate and contest GM's application of short work week benefits and SUB Benefits. Document 84 of the National Agreement, along with the terms of our negotiated benefits, outline the procedures to pay this benefit for affected locations. Our UAW Benefits Staff, along with the Servicing Staff, are working to address any inconsistent practices associated with this issue. If your location is having issues, please contact your respective International Union Benefit Representative or Servicing Staff to address your concerns.

During 2019 Negotiations, a settlement was reached for closing locations at Baltimore, Warren, and Lordstown, and these included buyouts and retirement grow-ins. During negotiations, we contended Mutually-Satisfactory Retirements (MSR's) should be included, but the Company would not agree. The parties agreed to put this issue in front of an arbitrator to make the final determination.

To address this issue, we have hired an outside law firm from Washington, D.C. to work with UAW-GM Department Staff and UAW Legal Department. This case has been assigned to an independent arbitrator jointly chosen by the parties. We expect this arbitration to take several days to complete once we have secured a hearing date. We are preparing our arguments and eventually will be contacting potential witnesses.

This issue has taken a long time to get to an arbitrator, but our staff and legal continue to work on this case to achieve a final decision.

Be safe and thank you for your support!

In solidarity,

A handwritten signature in black ink that reads "Terry Dittes". The signature is written in a cursive style with a long horizontal line extending to the left from the top of the first letter.

Terry Dittes  
Vice President and Director  
UAW General Motors Department

TD:rb/opeiu494

cc:	IEB	David Shoemaker
	Tim Bressler	Jimmie Williams
	Bryan Czape	Regional Assistant Directors
	Michael Glenning	Regional Servicing Representatives
	Rick O'Donnell	All UAW General Motors Department Staff