



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

RORY L. GAMBLE, *PRESIDENT*

RAY CURRY, *SECRETARY-TREASURER*

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

November 23, 2020

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

RE: **Attachment B to Appendix A**  
**RE: Workforce Composition**

Dear Union Brothers and Sisters:

The 2019 National Agreement states, "The Company may hire temporary employees, with the approval of the National Parties." This language change can be found on Page 179 of the National Agreement.

Effective January 1, 2021, and thereafter, full-time temporary employees with two (2) years continuous service will be converted to be full-time seniority members. This language change can be found on Page 181 of the National Agreement.

We expect another 885 conversions to seniority status by the end of the 1<sup>st</sup> Quarter of 2021. This will bring the total conversions of temporaries to seniority status to 2,975 since the 2019 National Negotiations.

These conversions have been a life-changing event for thousands of families, and it could not have been completed without your leadership and support of our membership who struck General Motors for 40 days!

In closing, I hope you, your family and friends continue to take precautions to stay safe from this raging virus.

On behalf of the UAW General Motors Staff, we wish you a safe and enjoyable Thanksgiving with family and friends.

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.

Terry Dittes  
Vice President and Director  
UAW General Motors Department

TD:rb/opeiu494

cc: IEB  
Tim Bressler  
Bryan Czape  
Michael Glenning  
Lillian Lorenzi  
Rick O'Donnell  
Brian Rothenberg

Dave Shoemaker  
Jimmie Williams  
Regional Assistant Directors  
Regional Servicing Representatives  
All UAW General Motors Department Staff