



UAW-DEERE & COMPANY

2021-2027 Contract Summary

October 30, 2021

WAGES PROFIT SHARING PROTECTED

GENERAL WAGE INCREASES (GWI)	LUMP SUMS	COLA
Year 1 - 10%	Year 2 - 3%	Protects against inflation
Year 3 - 5%	Year 4 - 3%	Pro - 1st adjustment effective Dec. 2021
Year 5 - 5%	Year 6 - 3%	Adjusts every 3 months with inflation

\$8,500 RATIFICATION BONUS

HEALTHCARE Maintained & Enhanced for the life of the agreement

THERE HAVE BEEN NO CHANGES TO THE COST OF HEALTH INSURANCE

- Employees pay \$0 in premiums
- No deductibles or coinsurance
- No changes in co-pays

ENHANCEMENTS

- New hires get coverage 1st day of the month after 30 days of employment (approx. 1,700)
- 2 Weeks parental leave, paid at 100%
- Vision: Exams, frames, lenses every 12 months
- Autism care coverage

\$0 FOR PREMIUMS, COINSURANCE & DEDUCTIBLES

RETIREMENT

CURRENT & FUTURE EMPLOYEES CAN CHOOSE BETWEEN TRADITIONAL PLUS & CHOICE PLUS

- Traditional defined benefit pension (guaranteed monthly payments for life)
- Increased multiplier for monthly pension from \$36 to \$48 for each year of service
- All employees vested after 3 years of service credit

ADDITIONAL MONEY FOR TRADITIONAL PLUS

Post-Retirement Healthcare Fund

- Cash balance savings at 2.5% (1-4 yrs.), 3% (5-14 yrs.), 4% (15+yrs.) annual company contributions
- \$2,000 seed money per year of service
- *Example: In 2021, an employee with 20 yrs. of service earns additional \$40k contribution to cash balance savings; in addition to the annual contribution.

- TDSP (401(k)) Company match of \$0.60/dollar up to 6%

RETIREMENT BONUS \$37,500 (10-24 yrs.) | \$50,000 (25+ yrs.)



SCAN

RETIREMENT

CHOICE PLUS BREAK DOWN

- **ALL** post-97 employees will have the option to select this defined contribution retirement option
- Includes \$1 for \$1 401(k) match up to 6% for 2022, then \$0.70-\$1 401(k) match up to 6% for each year after \$0.70-\$1 match determined based upon company profits
- The company will also contribute 5% of employees' annual wages to their 401(k), immediately eligible

RETIREMENT BONUS

\$37,500 (10-24 yrs.) | \$50,000 (25+ yrs.)

WAGES, COLA & LUMP-SUM PAYMENTS

WAGE INCREASES INCLUDING PROJECTED COLA RESULTS IN A 30% (OR MORE) GAIN OVER 6 YEARS
(See Below Chart)

TOTAL AVERAGE WAGE INCREASES OF \$82,000 PER EMPLOYEE OVER THE TERM OF THE AGREEMENT.
 (Includes base wage, incentive & profit sharing, lump-sum payments and payroll-related benefits.)

General Wage Increases (GWI) and Lump-Sum Payments

Upon Ratification:	All Pay Levels	10% GWI
Oct. 2022:	Lump-Sum Payment	3%
Oct. 2023:	All Pay Levels	5% GWI
Oct. 2024:	Lump-Sum Payment	3%
Oct. 2025:	All Pay Levels	5% GWI
Oct. 2026:	Lump-Sum Payment	3%

WAGE RATES EACH YEAR OF THE AGREEMENT (ASSUMING A MINIMUM 5 YEARS OF SENIORITY - AND INFLATION @ 2.34%)										
	30 Sept. 21 Exhibit A Rate	Upon Ratification Exhibit A Rate	Oct. 22 Estimated Rate	Oct. 23 Estimated Rate	Oct. 24 Estimated Rate	Oct. 25 Estimated Rate	Oct. 26 Estimated Rate	June 27 Estimated Rate	30 Sept. 21- 1 June 27	Hourly Wage Increase
1 Non-CIPP	\$30.040	\$33.045	\$33.545	\$35.675	\$36.200	\$38.295	\$38.720	\$38.990	30%	\$8.95
2 Non-CIPP	\$28.565	\$31.420	\$31.895	\$33.920	\$34.420	\$36.410	\$36.815	\$37.075	30%	\$8.51
3 Non-CIPP	\$27.455	\$30.200	\$30.660	\$32.605	\$33.085	\$34.995	\$35.390	\$35.635	30%	\$8.18
4 Non-CIPP	\$25.725	\$28.300	\$28.730	\$30.555	\$31.005	\$32.795	\$33.160	\$33.390	30%	\$7.67
5 Non-CIPP	\$24.755	\$27.230	\$27.645	\$29.400	\$29.830	\$31.555	\$31.910	\$32.130	30%	\$7.38
6 Non-CIPP	\$23.950	\$26.345	\$26.745	\$28.440	\$28.860	\$30.530	\$30.870	\$31.085	30%	\$7.14
7 Non-CIPP	\$20.720	\$23.895	\$24.255	\$25.795	\$26.175	\$27.690	\$28.000	\$28.195	36%	\$7.48
3 CIPP	\$23.875	\$26.265	\$26.665	\$28.355	\$28.775	\$30.435	\$30.775	\$30.990	30%	\$7.12
4 CIPP	\$22.370	\$24.605	\$24.980	\$26.565	\$26.955	\$28.515	\$28.830	\$29.030	30%	\$6.66
5 CIPP	\$21.525	\$23.680	\$24.040	\$25.565	\$25.940	\$27.440	\$27.750	\$27.940	30%	\$6.42
6 CIPP	\$20.825	\$22.910	\$23.260	\$24.735	\$25.100	\$26.550	\$26.845	\$27.030	30%	\$6.21
7 CIPP	\$20.115	\$22.125	\$22.460	\$23.885	\$24.240	\$25.640	\$25.925	\$26.105	30%	\$5.99



PAY LEVEL INCREASES		
Classification	Previous Pay Level	*NEW* Pay Level
A225 Ladle/Refractory Repair	4	3
F03 Production Welder (*F1 & F2 are now combined)	5	4
X07 Mechanic	3	2
X45 Welder	3	2
Z36 Warranty Mechanic	4	3

THEN & NOW

2015-2021 AGREEMENT

CONTRACT ITEMS:

ECONOMICS, THEN

COLA (suspended)
Ratification Bonus (\$3,500)
Boot Allowance (\$100)
Tool Allowance (\$150)
Shift Premium (\$0.60)
Transitional Assistance Program
Sub pay (bracketed)

PAID TIME OFF, THEN

Bereavement (3 days for stepchildren)
Holidays (same as 09-15 agreement)
PVD (2 hr. increments)
Jury Duty (had to return to work)
Vacation (3 1/2 weeks at 20 yrs.)
Vacation Shutdown (2 weeks)
PVD Qualifier (could **NOT** use before or after holiday w/o loss of pay)
Saturday Opt-outs (5)

HEALTHCARE, THEN

Co-pay increased during agreement
Healthcare coverage for **New Employees** (after 7 months)
Vision (24 months)
Autism (no coverage)
Continuation of healthcare (qualifying spouse only)
Parental Leave (no paid time off, had to use FMLA)

2021-2027 TENTATIVE

CONTRACT ITEMS:

ECONOMICS, NOW

COLA (reinstated)
Ratification Bonus (\$8,500)
Boot Allowance (\$40 increase to \$140)
Tool Allowance (\$25 increase to \$175)
Shift Premium (increased \$0.40, from \$0.60 to \$1)
Transitional Assistance Program (enhanced)
Sub pay (enhanced)

PAID TIME OFF, NOW

Bereavement (added stepchildren to 5 days)
Holidays (added Veteran's Day & non-recurring days)
PVD (can be used in 1 hr. increments)
Jury Duty (excused all day)
Vacation (added 4 hrs. for 4 weeks at 20 yrs.)
Vacation Shutdown (reduced to 1 week)
PVD Qualifier (**CAN** use before or after holiday w/o loss of pay, upon approval)
Saturday Opt-outs (increased to 6)

HEALTHCARE, NOW

NO co-pay increases throughout agreement
Healthcare coverage for **New Employees** (after 30 days)
Vision (from 24 months to 12 months)
Autism (includes ABA therapy)
Continuation of healthcare (for eligible spouse and/or dependent for 6 months after death)
Parental Leave (2 wks. paid leave)

THEN & NOW CONT'D

2015-2021 AGREEMENT

2021-2027 TENTATIVE

CONTRACT ITEMS:

RETIREMENT, THEN

Pension Multiplier (bracketed, \$25-\$38.60)
Pension Reduction (age 62)
Yearly Retirement Lump Sum
Unused Sick Day & PVD payout (not required)
Cash Balance (not included)
Seeding Money (not included)
Retirement Bonus (\$5,000, pre-97 only until 2020)

NON-ECONOMICS, THEN

Sick Days (acquire 2/year)
Exhibit O (10 chargeables, 18 months)
Legal Service (\$10.5M)
10 Minute Break (in excess of scheduled 10 hr. shifts)
Daily Scheduled OT (could exceed 4 hrs.)
Committeeperson (2 at PDC)
Grievance Procedure (no defined timeline)

CONTRACT ITEMS:

RETIREMENT, NOW

Pension Multiplier (eliminated brackets, increased to \$48/service credit)
Pension Reduction (decreased from age 62 to 60)
Yearly Retirement Lump Sum (now includes post-97)
Unused Sick Days & PVDs (paid out to beneficiary upon death)
Cash Balance (2.5-4%)
Choice PLUS (5%)
Seeding Money (\$2,000 per year of service)
Retirement Bonus (\$37,500-\$50,000, based upon years of service, **FOR ALL**)

NON-ECONOMICS, NOW

CIPP (CIPP improvement letters)
Sick Days (no change)
Exhibit O (no change)
Legal Services (increased from \$10.5M to \$11M)
10 Minute Break (for scheduled 10 hr. shifts)
Daily Scheduled OT (cannot exceed 4 hrs.)
Committeeperson (added 1 person at PDC)
Grievance Procedure (added improvements to defined timeline)

NOTES