

# FACT SHEET

Issued Nov. 1, 2023

## Four-Year Tentative Agreement – Hourly Non-Skilled Wage Progression

The Company recognizes information on the transition to a 48-month progression has changed by mutual agreement with the UAW since October 22. This information reflects updates to the tentative agreement necessary to implement the new 48-month progression.

(The updated HBU wage table is included on page 2 of this document)

- **Non-Skilled Progression shortened from 72 to 48 months for all employees**
  - **Current employees will follow the new progression table and move to full rate at 48 months**
- **Wages for employees currently receiving 60% and 66% will increase to 72%**
- **New hires' starting rate will be 72%**

HBU Classification Examples of Current Employees in Progression:	Hire Date	Current Rate as of 10/31/23	11/13/2023 COLA Fold-in & 3% GWI	11/11/2024 3% GWI	11/10/2025 4% GWI	11/09/2026 4% GWI
Welder (Grade 3) w/ increased \$2 prem.	10/4/2021	\$26.03 (72%)	\$34.22 (79%)	\$38.13 (86%)	\$45.69 (100%)	\$47.44 (100%)
<b>Increase per hour over current rate</b>			\$8.19	\$12.10	\$19.66	\$21.41
Inspect. Weld (Grade 5 to 3) w/ new \$2 prem.	1/3/2022	\$22.91 (66%)	\$31.37 (72%)	\$35.19 (79%)	\$39.57 (86%)	\$47.44 (100%)
<b>Increase per hour over current rate</b>			\$8.46	\$12.28	\$16.66	\$24.53
Machinist (Grade 2)	3/9/2020	\$28.11 (79%)	\$35.20 (86%)	\$42.16 (100%)	\$43.85 (100%)	\$45.60 (100%)
<b>Increase per hour over current rate</b>			\$7.09	\$14.05	\$15.74	\$17.49
Assembler-Master Fitter (Grade 4)	7/22/2019	\$30.19 (86%)	\$40.43 (100%)	\$41.64 (100%)	\$43.31 (100%)	\$45.04 (100%)
<b>Increase per hour over current rate</b>			\$10.24	\$11.45	\$13.12	\$14.85

\*This does not account for WSBM Premiums, Share Plan & COLA, as provided in the Oct. 31 communication.

### Wage Progression Steps

The following Hourly Bargaining Unit table represents the new wage progression that will go into effect November 13, pending contract ratification:

Current Employees hired on or before 10/22/2023	
12 months (new hire step eliminated)	72%
24 months	79%
36 months	86%
Full Rate: 48 months	100%

New hires hired on or after 10/23/2023	
New Hire	72%
12 Months	79%
24 Months	86%
36 Months	93%
Full Rate: 48 months	100%

- **Please Note:** The progression schedule for current employees is different from the chart contained in the original tentative agreement. The Company and the Union reached this agreement to ensure that **all current employees in wage progression will be paid at full rate after 48 months of employment.**
- Current employees hired between 10/22/22 and 10/22/23 will move up to 12 months (72%) effective 10/22/23, and their progression date will be changed to 10/22/23 for each subsequent progression step.
  - This ensures current employees are not passed by employees hired on/after 10/23/2023

**GDLS AtHome Information Schedule**  
Please look for the daily factsheet in your work area or go to <https://www.gdls.com/athome/>



GDLS/UAW Tentative Agreement  
 Hourly Non-Skilled Wage Tables (Updated 10/31/2023)  
 10/23/23 to 10/24/27

Non Skill, Current Employee, 4 Year Progression Table - eff 11/13/23					Non Skill, New Hire, 4 Year Progression Table - eff 11/13/23					
Labor Grade	12 mo	24 mo	36 mo	Full Rate: 48 Mo	Labor Grade	New Hire	12 mo	24 mo	36 mo	Full Rate: 48 Mo
01	\$ 30.01	\$ 32.93	\$ 35.84	\$ 41.68	01	\$ 30.01	\$ 32.93	\$ 35.84	\$ 38.76	\$ 41.68
02	\$ 29.47	\$ 32.33	\$ 35.20	\$ 40.93	02	\$ 29.47	\$ 32.33	\$ 35.20	\$ 38.06	\$ 40.93
03	\$ 29.37	\$ 32.22	\$ 35.08	\$ 40.79	03	\$ 29.37	\$ 32.22	\$ 35.08	\$ 37.93	\$ 40.79
04	\$ 29.11	\$ 31.94	\$ 34.77	\$ 40.43	04	\$ 29.11	\$ 31.94	\$ 34.77	\$ 37.60	\$ 40.43
05	\$ 28.83	\$ 31.63	\$ 34.43	\$ 40.04	05	\$ 28.83	\$ 31.63	\$ 34.43	\$ 37.24	\$ 40.04
06	\$ 28.74	\$ 31.53	\$ 34.32	\$ 39.91	06	\$ 28.74	\$ 31.53	\$ 34.32	\$ 37.12	\$ 39.91
07	\$ 28.70	\$ 31.49	\$ 34.28	\$ 39.86	07	\$ 28.70	\$ 31.49	\$ 34.28	\$ 37.07	\$ 39.86
08	\$ 28.60	\$ 31.38	\$ 34.16	\$ 39.72	08	\$ 28.60	\$ 31.38	\$ 34.16	\$ 36.94	\$ 39.72
09	\$ 28.54	\$ 31.32	\$ 34.09	\$ 39.64	09	\$ 28.54	\$ 31.32	\$ 34.09	\$ 36.87	\$ 39.64
10	\$ 28.45	\$ 31.21	\$ 33.98	\$ 39.51	10	\$ 28.45	\$ 31.21	\$ 33.98	\$ 36.74	\$ 39.51
11	\$ 28.30	\$ 31.05	\$ 33.80	\$ 39.30	11	\$ 28.30	\$ 31.05	\$ 33.80	\$ 36.55	\$ 39.30

Non Skill, Current Employee, 4 Year Progression Table - eff 11/11/24					Non Skill, New Hire, 4 Year Progression Table - eff - eff 11/11/24					
Labor Grade	12 mo	24 mo	36 mo	Full Rate: 48 Mo	Labor Grade	New Hire	12 mo	24 mo	36 mo	Full Rate: 48 Mo
01	\$ 30.91	\$ 33.91	\$ 36.92	\$ 42.93	01	\$ 30.91	\$ 33.91	\$ 36.92	\$ 39.92	\$ 42.93
02	\$ 30.36	\$ 33.31	\$ 36.26	\$ 42.16	02	\$ 30.36	\$ 33.31	\$ 36.26	\$ 39.21	\$ 42.16
03	\$ 30.25	\$ 33.19	\$ 36.13	\$ 42.01	03	\$ 30.25	\$ 33.19	\$ 36.13	\$ 39.07	\$ 42.01
04	\$ 29.98	\$ 32.90	\$ 35.81	\$ 41.64	04	\$ 29.98	\$ 32.90	\$ 35.81	\$ 38.73	\$ 41.64
05	\$ 29.69	\$ 32.58	\$ 35.47	\$ 41.24	05	\$ 29.69	\$ 32.58	\$ 35.47	\$ 38.35	\$ 41.24
06	\$ 29.60	\$ 32.48	\$ 35.35	\$ 41.11	06	\$ 29.60	\$ 32.48	\$ 35.35	\$ 38.23	\$ 41.11
07	\$ 29.56	\$ 32.44	\$ 35.31	\$ 41.06	07	\$ 29.56	\$ 32.44	\$ 35.31	\$ 38.19	\$ 41.06
08	\$ 29.46	\$ 32.32	\$ 35.18	\$ 40.91	08	\$ 29.46	\$ 32.32	\$ 35.18	\$ 38.05	\$ 40.91
09	\$ 29.40	\$ 32.26	\$ 35.11	\$ 40.83	09	\$ 29.40	\$ 32.26	\$ 35.11	\$ 37.97	\$ 40.83
10	\$ 29.30	\$ 32.15	\$ 35.00	\$ 40.70	10	\$ 29.30	\$ 32.15	\$ 35.00	\$ 37.85	\$ 40.70
11	\$ 29.15	\$ 31.98	\$ 34.81	\$ 40.48	11	\$ 29.15	\$ 31.98	\$ 34.81	\$ 37.65	\$ 40.48

Non Skill, Current Employee, 4 Year Progression Table - eff 11/10/25					Non Skill, New Hire, 4 Year Progression Table - eff 11/10/25					
Labor Grade	12 mo	24 mo	36 mo	Full Rate: 48 Mo	Labor Grade	New Hire	12 mo	24 mo	36 mo	Full Rate: 48 Mo
01	\$ 32.15	\$ 35.27	\$ 38.40	\$ 44.65	01	\$ 32.15	\$ 35.27	\$ 38.40	\$ 41.52	\$ 44.65
02	\$ 31.57	\$ 34.64	\$ 37.71	\$ 43.85	02	\$ 31.57	\$ 34.64	\$ 37.71	\$ 40.78	\$ 43.85
03	\$ 31.46	\$ 34.52	\$ 37.57	\$ 43.69	03	\$ 31.46	\$ 34.52	\$ 37.57	\$ 40.63	\$ 43.69
04	\$ 31.18	\$ 34.21	\$ 37.25	\$ 43.31	04	\$ 31.18	\$ 34.21	\$ 37.25	\$ 40.28	\$ 43.31
05	\$ 30.88	\$ 33.88	\$ 36.89	\$ 42.89	05	\$ 30.88	\$ 33.88	\$ 36.89	\$ 39.89	\$ 42.89
06	\$ 30.78	\$ 33.77	\$ 36.77	\$ 42.75	06	\$ 30.78	\$ 33.77	\$ 36.77	\$ 39.76	\$ 42.75
07	\$ 30.74	\$ 33.73	\$ 36.72	\$ 42.70	07	\$ 30.74	\$ 33.73	\$ 36.72	\$ 39.71	\$ 42.70
08	\$ 30.64	\$ 33.61	\$ 36.59	\$ 42.55	08	\$ 30.64	\$ 33.61	\$ 36.59	\$ 39.57	\$ 42.55
09	\$ 30.57	\$ 33.54	\$ 36.52	\$ 42.46	09	\$ 30.57	\$ 33.54	\$ 36.52	\$ 39.49	\$ 42.46
10	\$ 30.48	\$ 33.44	\$ 36.40	\$ 42.33	10	\$ 30.48	\$ 33.44	\$ 36.40	\$ 39.37	\$ 42.33
11	\$ 30.31	\$ 33.26	\$ 36.21	\$ 42.10	11	\$ 30.31	\$ 33.26	\$ 36.21	\$ 39.15	\$ 42.10

Non Skill, Current Employee, 4 Year Progression Table - eff 11/09/26					Non Skill, New Hire, 4 Year Progression Table - eff 11/09/26					
Labor Grade	12 mo	24 mo	36 mo	Full Rate: 48 Mo	Labor Grade	New Hire	12 mo	24 mo	36 mo	Full Rate: 48 Mo
01	\$ 33.44	\$ 36.69	\$ 39.94	\$ 46.44	01	\$ 33.44	\$ 36.69	\$ 39.94	\$ 43.19	\$ 46.44
02	\$ 32.83	\$ 36.02	\$ 39.22	\$ 45.60	02	\$ 32.83	\$ 36.02	\$ 39.22	\$ 42.41	\$ 45.60
03	\$ 32.72	\$ 35.90	\$ 39.08	\$ 45.44	03	\$ 32.72	\$ 35.90	\$ 39.08	\$ 42.26	\$ 45.44
04	\$ 32.43	\$ 35.58	\$ 38.73	\$ 45.04	04	\$ 32.43	\$ 35.58	\$ 38.73	\$ 41.89	\$ 45.04
05	\$ 32.12	\$ 35.24	\$ 38.36	\$ 44.61	05	\$ 32.12	\$ 35.24	\$ 38.36	\$ 41.49	\$ 44.61
06	\$ 32.01	\$ 35.12	\$ 38.24	\$ 44.46	06	\$ 32.01	\$ 35.12	\$ 38.24	\$ 41.35	\$ 44.46
07	\$ 31.98	\$ 35.08	\$ 38.19	\$ 44.41	07	\$ 31.98	\$ 35.08	\$ 38.19	\$ 41.30	\$ 44.41
08	\$ 31.86	\$ 34.96	\$ 38.06	\$ 44.25	08	\$ 31.86	\$ 34.96	\$ 38.06	\$ 41.15	\$ 44.25
09	\$ 31.80	\$ 34.89	\$ 37.98	\$ 44.16	09	\$ 31.80	\$ 34.89	\$ 37.98	\$ 41.07	\$ 44.16
10	\$ 31.69	\$ 34.78	\$ 37.86	\$ 44.02	10	\$ 31.69	\$ 34.78	\$ 37.86	\$ 40.94	\$ 44.02
11	\$ 31.52	\$ 34.59	\$ 37.65	\$ 43.78	11	\$ 31.52	\$ 34.59	\$ 37.65	\$ 40.72	\$ 43.78