



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

SHAWN FAIN, *PRESIDENT* • MARGARET MOCK, *SECRETARY-TREASURER*
VICE-PRESIDENTS: CHUCK BROWNING • MIKE BOOTH • RICH BOYER

February 6, 2024

To: All UAW General Motors, GMCH, Brownstown and Ultium Cells Local Union Presidents, Shop Chairpersons, Vice Presidents, Financial Secretaries and Recording Secretaries

RE: **UPDATE – SPECIAL ATTRITION PROGRAM (SAP) - 2024**

Greetings:

During 2023 bargaining, the UAW and General Motors agreed to implement a SAP (Special Attrition Program) three times over the life of the agreement beginning in 2024 where eligible members may retire with a \$50,000 lump sum. The negotiated language reads as follows:

“During the course of these negotiations, the parties discussed a Special Attrition Program.

The Company will offer three times, from January 2024 through the life of the agreement, a \$50,000 lump sum (pre-tax) retirement incentive for traditional employees who, at the time of the SAP offering, meet the normal or early retirement eligibility requirements.

Prior to each program, the parties will mutually agree on the timing, size, and scope of the offering.”

As part of 2023 National Negotiations, the UAW Leadership and Management also agreed to conduct a survey in December to enable **Traditional Employees** the opportunity to express their interest in participating in the Special Attrition Program (SAP). The SAP survey was intended to capture eligible employees’ interest in the program and preferred timing. The potential timeframes were as follows:

- A: 1st half of 2024 (January - June 2024)
- B: 2nd half of 2024 (July – December 2024)
- C: 2025
- D: 2026
- E: 2027

This initial survey was **NOT BINDING** but allowed General Motors to collect the members’ interest and preferred timing of separation. Expressing interest **DID NOT GUARANTEE PARTICIPATION**. An official process would be communicated at a later date.

Update – SAP – 2024
Page Two
February 6, 2024

To support the process and ease, **Union Benefit Representatives (UBR's), Group Leaders, Local HR and People Services were granted access in Workday to express interest on behalf of eligible employees for assistance.**

The Survey was made available until 11:59 pm, Monday, January 8, 2024. Only interested employees needed to complete the survey. Those that expressed interest also were given an opportunity to modify their responses up until the survey close date with their latest submission being considered.

The Union and the Company have reviewed all the information submitted by the members' who participated in the survey so that we could jointly move forward with establishing when the first window would open.

The reason for three programs is because according to the Company, an accounting rule may penalize the pension fund if too many people retire in a single event. The Union and its technical experts are reviewing the Company's position and the applicable rules. Accordingly, if the parties agree on the Company's position, the result of the survey tells us that all eligible members will not be able to leave at the same time. Although many members will not be allowed to leave at one time, the advantage for members is that by providing multiple windows, it allows for members who become retirement eligible throughout the life of this agreement to also be able to sign up in future windows to receive payment.

We expect to finalize the terms for the first program in February and will communicate the size and timing to the membership. As not all members who wish to retire with the lump sum will be included in the first program, we will also be discussing timing of future programs to ensure all eligible members will have the opportunity to apply for the lump sum.

This update is intended to summarize key points as it relates to the subject. Please, as always, understand that all commitments and agreements will be guided by the Collective Bargaining Agreement.

As always, In solidarity,



Mike Booth
Vice President and Director
UAW General Motors Department

MB:rb/opeiu494af1-cio

| | | |
|-----|-----------------|--|
| cc: | IEB | Todd McDaniel |
| | Todd Brien | Mike Plater |
| | Nicole Current | Dave Shoemaker |
| | Ben Dictor | Leo Skudlarek |
| | Joe Ferro | Jason Wade |
| | Bill Karges | Regional Assistant Directors |
| | Brandon Keatts | Regional Servicing Representatives |
| | Thomas Lamadrid | All UAW GM Department Staff and Clerical |