



**UNITED AUTOMOBILE • AEROSPACE • AGRICULTURAL IMPLEMENT WORKERS
of AMERICA (UAW)**

LOCAL NO. 652

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SCOTT R. LOUNDS, RECORDING SECRETARY

January 28, 2025

Brothers and Sisters,

It is hard to believe that January is already gone! As we enter February, I wanted to update you on our Units and the great work that has occurred amongst them during 2024.

Our Avancez Unit, the exclusive provider of headliners and instrument panels to our Sister Local, UAW Local 602 and their Lansing Delta Township Assembly Plant, had a strong and eventful 2024. We started the year in contract preparation as a bargaining team, which concluded in mid-March by ratifying the most substantial agreement in their nearly twenty-year existence. Some key takeaways from this newest agreement are that all members will be at the top rate in four years (which has never happened at this unit in its history). All members will get at least twenty-two percent in raises during the life of the agreement. We maintained 80/20 cost sharing on healthcare and improved the attendance program, overtime, shift premiums, and mobile equipment premiums, along with Team Leaders getting a double in their premium. Once we ratified, we turned our attention to getting ready to add the third shift, which was completed in August to help support Lansing Delta Township.

Moving on to our GM Unit, we saw the Camaro say goodbye to start the year, which took us down to running only the Cadillac CT4 and CT5 in all of their variations. We also kicked the year off by finalizing all of the absorption of the LOC Unit, which was bargained into the UAW/GM National Agreement in the closing weeks of 2023. We faced many challenges for parts and supplies during the entire year. Still, we hit many of the production standard goals the company had set and we added new work to our Stamping facilities which continue to be top performers amongst all auto makers.

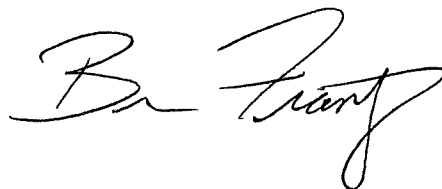
Our Ryder Unit, which provides a variety of support to not only Lansing Grand River Assembly but also Lansing Delta Township Assembly, had a long 2024. They were one of the more mature agreements in Lansing for all of the year, so they had a hard time hiring and keeping members as their payscale was behind the times we were in. The good news is that we ended the year negotiating our Ryder unit members the most substantial agreement they have ever had in their almost twenty-year history. We accomplished this all while working to add the third shift to support Lansing Delta Township. Some key takeaways to their newest agreement are similar to those of our Avancez Unit gains. All warehouse members will receive at least twenty-two percent raises, and our driver members will receive nineteen

and a half percent raises during the agreement. This is the first agreement where all members will hit the top rate during the life of the agreement. On top of the wage increases, we successfully got driver safety bonuses, boot allowance increases, shift premiums and training premium improvements. Along with these improvements, we successfully reduced the healthcare cost share by four percent beginning in January 2025. This reduction reduces their healthcare cost share to 82/18, among the area's best.

Along with all of this activity in our Units, I had a very busy year supporting the interests of Labor in our community, building relationships with local businesses and being the community and political advocate for not only the active membership but also working to support our substantial retired membership. Politics, love them or hate them, political conversations are well over fifty percent of my daily interactions, especially in full election cycle years such as 2024. As the elected recording secretary for the Capitol Area UAW/CAP Council, I have many additional duties, such as communicating all the information and updates to the five other UAW Locals in the Lansing area who also sit on the council. We worked extremely hard in the spring on the primaries, interviewing and selecting candidates from all who applied. After our primary endorsements and elections were completed, our UAW/CAP Council had a success rate exceeding ninety percent. We took that momentum into the fall election cycle, where even though we didn't get all the working-class folks we had hoped to get elected, we had a greater than eighty percent success rate in the November elections as a UAW/CAP council. Results such as these tell me that as a council, we are listening to the populous as a whole, interviewing these candidates, and providing the UAW endorsement to the candidates the people of this region want representing them.

In Closing, 2024 saw a lot of happenings in all of our Units and a lot of activity here at the Local. Every day, I feel blessed to assist in any of the Units, which, in 2024, the Avancez and Ryder units needed to be my focus along with the election cycles. I am hopeful that we have another strong year in 2025 and that the GM Unit can finally find out what we will be building in a couple of years. Thanks for your time and attention while reading this update. As always, if you think I can be of any assistance, help with concerns, answer questions, or even dispel rumors from the floor, don't hesitate to call and inquire. My number at the hall is 517-372-7581, ext. 134

In Solidarity,

A handwritten signature in black ink, appearing to read "Ben Frantz". The signature is fluid and cursive, with the first name "Ben" written in a larger, more prominent script than the last name "Frantz".