



*UAW/ABM Industries Highlights 2025
Agreement*

Please read the Highlights Inside





Highlights

- * *OT Premiums Protected*
- * *2 max mandatory consecutive weekend*
- * *Juneteenth*
- * *Christmas Holiday Period*
- * *EVAC Improved*
- * *Healthcare Increased*
- * *Insurance Improved*
- * *Vacation Time Improved*
- * *Vision Improved*
- * *Dental Improved*
- * *64% Wage Increases*
- * *Leader Pay Increase*
- * *Drivers Wage Increase*
- * *Ratification Bonus \$2500 Paid out by January 26,2025*
- * *Medical Leaves Time for time*
- * *Prescription Safety Glasses increased to \$250*
- * *64% Wage Increases*
- * *Leader Pay Increase*
- * *Drivers Wage Increase*
- * *Ratification Bonus \$2500 Paid out by January 26,2025*
- * *Lump Sum \$6177.00 Paid out January 27,2025*
- * *Profit sharing Increased*
- * *Shift Preference Increased*
- * *\$350.00 Attendance Bonus*
- * *Perfect Attendance Family Days*
- * *Referral Program*
- * *Orthodontics \$1500*



Highlights

Greetings Brothers & Sisters,

Your bargaining committee appreciates the solidarity and patience of our members during the process of negotiations. After countless hours at the negotiating table, we are proud to announce that we have reached a tentative agreement with the companies. This would not have been possible without your support and participation. We were able to take the resolutions submitted from the local and submit them as demands to the companies, allowing the committee to negotiate an agreement that we feel meets the needs and goals of the membership.

The highest priority was placed on attaining wage increases that showed real world gains in today's economy and raised the standard of living for all members covered in the agreement. The committee was able to negotiate significant wage increases for our membership over the course of the agreement. The agreement also includes \$2,500 ratification bonus.

In addition, due to current market conditions the company will pay all eligible members a one-time lump sum payment of \$6177. Following ratification paychecks will be paid out upon by the week of January 27

Other key areas that have been addressed are increases in the company's profit sharing, improvements and enhancements in the benefits package, a new employee referral program, additional vacation time, the addition of Juneteenth and the entire Christmas holiday period.

Significant gains were made in the attendance policy and use of EVAC days for all members. Negotiations are never an easy task. We believe that this tentative agreement meets the needs and addresses the concerns of the membership. It is both an honor and privilege to serve as the voice of the membership.

In Solidarity, UAW ABM Bargaining Team



Highlights

Wages

Upon Ratification: \$21.71

August 2025: \$23.38

January 2026: \$25.00

January 2027: \$26.25

January 2028: \$27.56

Vacation Hours Increased

Less than 90 days: 2 unpaid personals

90 days-1 year: 40 Hours

1-3 years: 80 Hours

3-5 years: 100 Hours

5-10 years: 120 Hours

10-15 years: 140 Hours

15-20 years: 160 Hours

20 or more: 200 Hours

Shift Premiums Increased

Afternoon Shift .45 cents

Midnight Shift .65 cents

EVAC used in full or half day increments up to 16 hours a month not to exceed 40 hours

Absence Penalties Reduced

Absence points zero out at Ratification

Team Leader pay increase to \$2.00 above base wage

License Drivers to receive .25 cents above base wage

HOLIDAYS DURING THE TERM OF THE AGREEMENT

All holidays will be observed on the same day as Ford Motor Company.

Employees with seniority will be granted the following paid holidays:

Federal Election Day

Veterans Day

Thanksgiving Day

Friday after Thanksgiving Day

Christmas Eve

Christmas Day

New Year's Eve

New Year's Day

Martin Luther King Day

Good Friday

Monday after Easter

Memorial Day

Juneteenth

Independence Day

Labor Day

**IN ADDITION, THE FORD CHRISTMAS HOLIDAY PERIOD WILL NOW BE PAID AS
HOLIDAYS FOR THE TERM OF THE AGREEMENT**

TERM OF THE AGREEMENT JAN1,2025- MAY 1, 2028



Highlights

NEGOTIATING TEAM

Chuck Browning

UAW Vice President

Brandon Keatts

Top Administrative Assistant

Scott Eskridge

Administrative Assistant

Mike Kerr

Assistant Director

Jerry Lawson

Coordinator Servicing

SERVICING REPRESENTATIVES

Eric Reiss

Michael Donovan

Ja'Vonna Akins

Kenn Gafa

Shawn Campbell

Benefits Representative