



# 2019 – 2023 IAM & IBEW Tentative Contract Agreements

*Enhancements to proposed CBC agreement reached on June 24, 2019, include increased wages and lower increases to health care contributions*

On August 6, GE reached a tentative contract agreement on a four-year package with the full endorsement and recommendation of the IAM and IBEW leadership.

The agreement provides substantive wage increases and enhanced health care benefits for our employees while ensuring our company remains competitive.

We commend the IAM and IBEW negotiating committees for their hard work. We look forward to their members getting the opportunity to vote on the agreement.

## Enhancements to previous offer

This is a complete list of enhancements and changes to the previous offer that was detailed in the June Focus newsletter.

### Wages

*Total additional cash compensation increased; Cost-of-Living Adjustments (COLAs) and General Wage Increase added*

**Higher additional cash compensation: \$13,843; \$2.80 per hour total wage growth.**

- A Ratification Bonus of \$1,500 will be payable to union employees if the agreement is ratified by August 15, 2019<sup>(3)</sup>
- Four fixed COLAs: \$0.80 per hour total
- Four general wage increases: \$2.00 per hour total
- Two accelerated cash payments: \$1,700 total

## Compensation Summary

Effective Date	GWIs	COLAs	ACPs <sup>(1) (2)</sup>
January 27, 2020	\$0.75 per hour		
June 29, 2020		\$0.20 per hour	
January 25, 2021	\$0.30 per hour		\$1,000
June 28, 2021		\$0.20 per hour	
January 24, 2022	\$0.20 per hour		\$700
June 27, 2022		\$0.20 per hour	
January 23, 2023	\$0.75 per hour		
April 24, 2023		\$0.20 per hour	
<b>Totals</b>	<b>\$2.00 per hour</b>	<b>\$0.80 per hour</b>	<b>\$1,700</b>

<sup>(1)</sup> Accelerated Cash Payments will be paid to eligible employees as soon as practicable after Effective Dates.

<sup>(2)</sup> Eligible employees are those on active payroll on the respective dates above; other employees returning to work after such dates may be eligible under certain conditions.

<sup>(3)</sup> Ratification Bonus will be paid to eligible employees on or before September 1, 2019, if the contract is ratified by August 15, 2019. Eligible employees are those on active payroll, temporary lack of work layoff, or Company approved leave of absence on June 24, 2019.

## Health care

### Lower increases to contribution amounts

Lower increases to contribution amounts in 2021, 2022 and 2023. No contribution increase in 2020 remains.

	2020	2021	2022	2023
Contribution increase %	No increase	4.9% (was 5.9%)	4.9% (was 5.9%)	4.9% (was 5.9%)
Weekly increase for employee making \$50,000 - \$74,999; Option 1; Family	No increase	\$4.26	\$4.47	\$4.69

## Retirement

### *Extra \$600 in Company contributions over prior proposal*

Previously, the offer included an extra \$300 in Additional Company Retirement Contributions (ACRC) in 2020 and 2022. This updated tentative agreement adds two more \$300 ACRCs – one in 2021 and one in 2023 – for a total of four extra \$300 contributions.

2020	2021	2022	2023
\$600 + \$300 = \$900	\$600 + \$300 = \$900	\$600 + \$300 = \$900	\$600 + \$300 = \$900

## 2019 - 2023 IAM & IBEW Tentative Contract Agreements in full

This is the complete 2019 - 2023 Tentative Agreement; it includes the enhancements as well as the offerings presented in the June Focus newsletter.

### Increased wages

#### **Total additional cash compensation from contract: \$13,843; \$2.80 per hour total wage growth.**

- A Ratification Bonus of \$1,500 will be payable to union employees if the agreement is ratified by August 15, 2019
- Four fixed COLAs: \$0.80 per hour total
- Four general wage increases: \$2.00 per hour total
- Two Accelerated Cash Payments: \$1,700 total
  - The ACPs count as pay and are eligible for both pension credits and Retirement Savings Plan (RSP) contributions.
  - For those in the GE Pension Plan, the ACPs boost annual lifetime benefits paid at retirement under both the Guaranteed Pension table and Regular Pension formula.

## Compensation Summary

<b>Effective Date<sup>(2)</sup></b>	<b>Form of Payment</b>	<b>Amount</b>
June 24, 2019**	Ratification bonus <sup>(3)</sup>	\$1,500
January 27, 2020	General wage increase	\$0.75 per hour
June 29, 2020	Cost-of-Living Adjustment (COLA)	\$0.20 per hour
January 25, 2021	Accelerated Cash Payment <sup>(1)</sup>	\$1,000
	General wage increase	\$0.30 per hour
June 28, 2021	Cost-of-Living Adjustment (COLA)	\$0.20 per hour
January 24, 2022	Accelerated Cash Payment <sup>(1)</sup>	\$700
	General wage increase	\$0.20 per hour
June 27, 2022	Cost-of-Living Adjustment (COLA)	\$0.20 per hour
January 23, 2023	General wage increase	\$0.75 per hour
April 24, 2023	Cost-of-Living Adjustment (COLA)	\$0.20 per hour

<sup>(1)</sup> Accelerated Cash Payments will be paid to eligible employees as soon as practicable after Effective Dates.

<sup>(2)</sup> Eligible employees are those on active payroll on the respective dates above; other employees returning to work after such dates may be eligible under certain conditions.

<sup>(3)</sup> Ratification Bonus will be paid to eligible employees on or before September 1, 2019 if the contract is ratified by August 15, 2019. Eligible employees are those on active payroll, temporary lack of work layoff, or Company approved leave of absence on June 24, 2019.

## Overtime

- Employees will **still qualify for most existing overtime premiums.**
- **Only two overtime rules are changing:**
  - Employees on First Shift who report prior to their regular starting time will be paid at the rate of time and one-half for hours worked up to the beginning of their regularly scheduled shift. This change makes the early call-in premium for First Shift employees consistent with the premium for Second and Third shift employees.
  - Employees will continue to be paid at the rate of double time for working over 12 hours in a workday. The double time premium will not automatically continue into the employee's next workday.
- These overtime updates become effective January 6, 2020.

## **Health Care Benefits**

**No contribution increase in 2020; fair and reasonable increases for 2021-2023. Low- or no-cost select medications; enhanced coverage for chiropractic, obesity surgery and hearing aids; Maternity Care Select**

### **GE Health Benefits medical contributions**

- No medical contribution increase in 2020... same amounts by option, pay and coverage. 4.9% per year increase in 2021, 2022 and 2023.
- No increases to your Out-of-Pocket Maximum.
- Modest update to the Annual Deductible.

### **Enhancements and changes to pharmacy coverage**

- **100% coverage**
  - Certain generic blood pressure medications
  - 10-day supply of certain generic antibiotics
  - Select drugs used to treat opioid addiction
  - Not subject to annual deductible for Options 1 and 2. Option 3 at 100% after annual deductible is met.
- **Low-cost** price structure for certain asthma medications
  - Retail 30-day supply: \$12 co-pay
  - Mail order up to 90-day supply: \$24 co-pay
  - Not subject to annual deductible for Options 1 and 2. Option 3 at 100% after annual deductible is met.
- Specialty drugs at \$4 per day

### **Other health care improvements offer expanded coverage**

- **Increased chiropractic visits** from 15 to 24 visits per calendar year (up to one visit per day).
- Changes to obesity surgery: **100% coverage** for inpatient revisional bariatric surgery when medically necessary.
- Improved hearing aid benefit: **hearing aids** will now be covered every two years for up to **\$3,000 per ear**.

## **Maternity Care Select: an expanded benefit for new families**

- Routine prenatal care, inpatient hospital stays and delivery through a Center of Excellence may be covered at 100% and not subject to the annual deductible for Options 1 and 2. Option 3 provides 100% coverage after the annual deductible. Employees must participate in GE Health Benefits, enroll early in their pregnancy and meet plan and clinical eligibility.

*Maternity Care Select is currently available in these areas:*

- *Schenectady, New York* – Bellevue Woman’s Center\*
- *Lynn, Massachusetts* – Beverly Hospital
- *Cincinnati, Ohio* – Good Samaritan & Bethesda North
- *Greenville, South Carolina* – St. Francis Eastside
- *Waukesha, Wisconsin* – Waukesha Memorial & Oconomowoc Memorial

*\*Options 1, 2 and 3 must satisfy annual deductible -100% coverage after deductible is met.*

## New dental and vision plan options, including preventive option at no cost to employees

To be eligible for dental or vision coverage, you must be enrolled in GE Health Benefits with matching coverage for you and your dependents.

<p><b>Dental Preventive Care Option</b></p> <ul style="list-style-type: none"> <li>○ <b>No contributions</b> are required.</li> <li>○ Annual maximum benefit amount for select preventive services: clinical oral exams, preventive cleanings, x-rays.</li> <li>○ Discounts for in-network covered preventive services once annual maximum is reached.</li> </ul>	<p><b>Vision Preventive Care Option</b></p> <ul style="list-style-type: none"> <li>○ <b>No contributions</b> are required.</li> <li>○ Free exam: one per member, per year.</li> <li>○ In-network discounts on lenses, frames, coatings, tinting, contacts, laser surgery and additional exams (in excess of one per year).</li> </ul>												
<p><b>Dental Premium Option</b></p> <ul style="list-style-type: none"> <li>○ Payroll contributions are required.</li> <li>○ \$50 annual deductible per person and a \$150 family maximum</li> <li>○ Similar design and coverages as today - preventive services still covered at 100%</li> <li>○ 2020-2023 Monthly contributions (full time):</li> </ul> <table border="1" data-bbox="159 1236 797 1354"> <thead> <tr> <th>1 Person</th> <th>2 Persons</th> <th>3 or more Persons</th> </tr> </thead> <tbody> <tr> <td>\$15.50</td> <td>\$31.00</td> <td>\$46.00</td> </tr> </tbody> </table>	1 Person	2 Persons	3 or more Persons	\$15.50	\$31.00	\$46.00	<p><b>Vision Premium Option</b></p> <ul style="list-style-type: none"> <li>○ Payroll contributions are required.</li> <li>○ \$200 annual allowance per person for frames and lenses.</li> <li>○ Network expanded to include Warby Parker online and in stores.</li> <li>○ 100% coverage in-network for annual exam.</li> <li>○ 2020-2023 Monthly contributions (full time):</li> </ul> <table border="1" data-bbox="824 1312 1463 1430"> <thead> <tr> <th>1 Person</th> <th>2 Persons</th> <th>3 or more Persons</th> </tr> </thead> <tbody> <tr> <td>\$9.00</td> <td>\$18.25</td> <td>\$27.75</td> </tr> </tbody> </table>	1 Person	2 Persons	3 or more Persons	\$9.00	\$18.25	\$27.75
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## Retirement

### GE Pension Plan

- Guaranteed Pension improved at all levels by **\$1 per year** of Pension Benefit Service (PBS). The top benefit will also increase to **\$89 per year** of PBS for those with final average pay of at least \$89,000, effective July 1, 2019.
- Regular Pension update on November 1, 2019: qualifying long-service union employees receive one-time average increase of **\$5,207 per year** (15.1%), based on PBS and three highest consecutive years of pay from 2013 – 2018.
- Improved Regular Pension formula keeps more pay at the high end of the formula (breakpoint set at \$60,000 for term of contract) starting January 1, 2020.
- Regular early retirement supplement increased to **\$23 per month, per year of PBS**. Special Supplement renewed at **\$375 per month** for retirements on or before July 1, 2023. Extended payment period (to 80% Social Security age) renewed for retirements on or after August 1, 2019 and on or before July 1, 2023.

### GE Retirement Savings Plan (RSP)

#### Four Extra ACRCs: \$300 per year, 2020 through 2023

**Extra \$300** in Additional Company Retirement Contributions (ACRC) in 2020 through 2023 along with the annual \$600 ACRC. Starting in January 2020, the eligibility date to receive an ACRC changes from December 31 to December 15 of the prior year.

2020	2021	2022	2023
\$600 + \$300 = \$900	\$600 + \$300 = \$900	\$600 + \$300 = \$900	\$600 + \$300 = \$900

- Small cash-outs at \$1,000: Vested participants who leave GE will automatically receive a distribution of their full account balance if it is \$1,000 or less.
- If a withdrawal or loan check is requested to be sent overnight, the employee will pay the overnight fees. As an alternative, the employee can set up electronic funds transfer (EFT) at any time either online by visiting [OneHR.ge.com](http://OneHR.ge.com)>Retirement>My GE RSP, or by calling the GE RSP Service Center at 1-877-55GERSP (1-877-554-3777).



## **Job and Income Security**

### **Renewed SERO, SERO 30, PCPO & SSBO (expires June 30, 2023)**

- Special Early Retirement Option (SERO) protects eligible employees age 55-59 with at least 25 years of Pension Qualification Service (PQS) affected by a permanent job-loss event.
- SERO 30 protects eligible employees under age 55 with at least 30 years of PQS who are directly impacted by a permanent job-loss event that results in a layoff or a pay rate reduction of 18% or more in a 12-month period.
- Plant Closing Pension Option (PCPO) protects eligible employees affected by plant closings, including those under age 50 with at least 30 years of PQS.
- Employees eligible for PCPO and direct impact SERO and SERO 30 receive:
  - Unreduced pension with applicable improvements
  - A **Regular Supplement** that continues until the employee is eligible to collect Social Security at the 80% level, at the rate of **\$23 per month** per year of Pension Benefit Service (PBS)
  - A **Special Supplement** at **\$375 per month**, again continuing until the employee's 80% Social Security age
  - Other benefits available to similarly situated retirees, including company-subsidized pre-65 retiree health coverage
- Special Supplement Benefit Option renewed (SSBO) at **\$375 per month** for employees under the age of 60 with at least 25 years of PQS and who are directly impacted by a permanent job-loss event on or after July 1, 2019 and on or before June 30, 2023.

### **Education & retraining**

- Increase in education and retraining reimbursement from \$12,500 to **\$13,500** for employees affected by plant closings.
- Increase in education and retraining reimbursement from \$6,000 to **\$10,000** for employees who have been laid off.

### **Other transitional support**

- Increase Special Retirement Bonus from \$18,000 to **\$20,000**.
- Increase Special Voluntary Layoff Bonus from \$18,000 to **\$20,000**.

## **Preferential Placement**

- Increase employee relocation assistance from \$4,500 to **\$5,500** for employees without dependents and from \$9,000 to **\$10,000** for employees with dependents.
- Increase interview expense reimbursement from \$300 to **\$350**.
- Candidates with 20 or more years of continuous service applying an for entry-level position shall be provisionally placed for up to three months.
- Advanced Termination request – Employees impacted by a plant closing who ask for their termination date to be advanced to accept other employment will not be unreasonably denied.
- Candidates placed into competitive or market-based wage positions retain a one-time right to accept recall back to former location for duration of recall rights.

## **Income Extension Aid (IEA) and Plant Closing Severance Pay (PCSP)**

- An employee who is rehired within 12 months of being laid off or 6 months of a plant closing can restore his or her service credits by repaying IEA or PCSP at a prorated rate.

## **Time off**

- Enhanced pay for **military service**: Up to 30 regularly scheduled work days at full pay for annual encampment training duty or temporary emergency duty during a calendar year.
- **Immediate eligibility for holiday pay** upon hire.
- **Two paid days** off for a colonoscopy.

## **Work and Family**

### **Paid Parental leave**

- Up to three weeks of paid leave for new parents for use within 12 months of the birth or placement for adoption of a child or children occurring on or after January 1, 2020.

## **GE Educational Loan Program changes**

- Maximum of one new loan (lifetime), maximum dollar limit remains **\$8,000** for employees and their dependents and it must be repaid within eight years.
- Eligibility for a new loan will end for employees once notified of a disposition, permanent reduction in force or a plant closing announced on or after January 1, 2020.

## **Life Insurance Benefits**

### **Life Insurance**

- The living benefit for GE Life Insurance increases to 80% of the employee's life insurance benefit, up to a maximum of **\$500,000** (was 50% and up to a maximum of \$250,000).
- The GE Life Insurance advance lump sum payment doubled to **\$10,000**.
- Life insurance benefit changed from 2.5 times an employee's pay to **2.0 times** an employee's pay, and the benefit, combined with Accidental Death or Dismemberment (ADD), will not exceed \$5 million.

### **Enhanced Survivor Support**

- Free access to financial counseling for survivors increased from six to 12 months for new claims.

### **Enhanced Personal Accident Insurance Coverage**

- Additional covered conditions are available including coma and brain damage

## **Disability**

### **Short-Term Disability Insurance**

- Maximum weekly benefits increases by \$50 to **\$950**
- Minimum weekly benefits increases by \$25 to **\$400**
- The one-half reduction in benefit payment has been removed for claims filed more than seven business days after the claim occurs.

## Long-Term Disability Income Plan

- The monthly minimum benefit amount increases by \$50 to **\$400**

## Appeals

- Denied claims may be **appealed up to two times** for both short-term and long-term disability plans (was three).

## Emergency Aid

### Disaster Relief Grants

- Emergency Aid (EMAID) grants of up to **\$3,750 per household** for damage due to earthquake, fire, flood, hurricane or tornado in disaster areas designated by federal, state or local authorities.

### Personal Emergency Grants

- Personal emergency grants are no longer available.

## Additional updates

### Return to former classification

- Employees transferred to jobs outside of a bargaining unit may return to their former classification in the bargaining unit during the 3-month period following the first transfer to a job outside of the bargaining unit.

### **Service Shop Updates**

- Job preservation meetings increased from annually to quarterly for shops with less than 25 employees.
- Travel allowances will be negotiated locally.
- If working for three or more consecutive weeks, employees may take one day off without pay, and the day is taken within six months of the date it was accrued.
- Maximums for shoe and tool allowances remain unchanged (\$250 and \$350 respectively), and unused allowances do not rollover.