



# UAW-DEERE & COMPANY

## SUMMARY OF CHANGES OCTOBER 01, 2021 LABOR AGREEMENT

### SUMMARY POINTS

- **Maintained and Enhanced Health Care with Copays Remaining the Same for the Life of the Agreement**
- **Pension and Retirement Improved**
- **Eliminate 2009 Sub Pay Tier**
- **Wage Increases**
- **Lump Sums**
- **COLA Reinstated**
- **Vacation Days Preserved with Enhancements**
- **Bereavement Expanded**
- **Parental Leave**
- **Enhancements to Grievance Procedure**
- **CIPP Enhancements**

**Traditional Plus and  
Choice Plus Calculator**



SCAN

<https://uaw.org/johndeere/>

Greetings Brothers and Sisters:

This tentative agreement is the result of the tireless efforts made by your negotiators who were driven to attain a bargaining agenda set by the members.

I commend the bargaining team for the long hours, focus and determination that they displayed throughout the negotiations. Most importantly, I would like to thank the UAW members at John Deere for the solidarity and support displayed throughout the bargaining process.

It is my belief that this tentative agreement will not only have an immediate impact on improving our members livelihoods but will benefit the Deere membership for many years to come.

In solidarity,

*Chuck Browning*

UAW Vice President and Director  
Agricultural Implement Department

Greetings Brothers and Sisters:

Our bargaining committee listened to our members concerns and demands prior to entering this set of negotiations. We feel this tentative agreement addresses our members needs and creates the future they deserve.

In solidarity,

*Ron McInroy*

Director  
UAW Region 4

*Mitchell Smith*

Director  
UAW Region 8

Page numbers reflect relevant sections of the 2015-2021 UAW/Deere agreement.

ARTICLE I: RECOGNITION pg. 2

No changes to Current Agreement

ARTICLE II: GENERAL CONDITIONS pg. 3

No changes to Current Agreement

ARTICLE III: NONDISCRIMINATION pg. 6

Section 1. Cooperation

Modified to reference Company and Union at all levels

Section 3. Nondiscrimination

B. Remove and rewrite agreement with gender-neutral language

ARTICLE IV: DISCIPLINARY ACTION pg. 8

No changes to Current Agreement

ARTICLE V: UNION BULLETIN BOARDS pg. 11

No changes to Current Agreement

ARTICLE VI: LEAVES OF ABSENCE pg. 12

No Changes to Current Agreement

ARTICLE VII: PAID LEAVES pg. 16

Section 1. Jury Service

Paid for full day regardless of selection or time excused. This applies to all shifts.

Section 2. Bereavement

A. Stepchildren are now included in the five (5) days level of Bereavement Leave.

ARTICLE VIII: VOLUNTARY POLITICAL CONTRIBUTIONS pg. 21

No changes to Current Agreement

ARTICLE IX: HEALTH AND SAFETY pg. 24

Section 5. Safety Shoes

Annual safety shoe reimbursement up to \$140 for All

ARTICLE X: STRIKES AND LOCKOUTS pg. 28

No Changes to Current Agreement

ARTICLE XI: UNION REPRESENTATION pg. 30

Section 8.

D. Additional Committeeperson at John Deere North American Parts Distribution Center

ARTICLE XII: GRIEVANCE PROCEDURE pg. 43

Section 2. Step 1

C. Added reference to timely manner

Section 3. Step 2

B. Committeeperson, Steward, Labor Relations, Supervisor and Employee will meet after the Step 2 Investigation in an attempt to discuss and resolve the issue prior to a written grievance.

Section 4. Step 3

A. Added language to require detailed fact sharing prior to Step 3

A.5. Added Union Time Study Representative and Company CIPP Manager to Step 3 Meeting

Section 5.

Added UAW Screening body to grievance procedure

Added language that all Joint Appeal Board grievances shall be heard within twelve (12) months of referral

ARTICLE XIII: UNION SECURITY pg. 54

No changes to Current Agreement

ARTICLE XIV: SENIORITY pg. 61

No changes to Current Agreement

ARTICLE XV: INCOME SECURITY BENEFITS pg. 84

No changes to Current Agreement

ARTICLE XVI: VACATION PLAN pg. 86

Section 3. Three Weeks and Twenty-Four (24) Hours at Twenty (20) years

Section 19. Vacation Shutdown

B. In the event of a vacation shutdown of less than two (2) weeks, employees are eligible to use all vacation in single day increments

Section 20. Personal Vacation Days (PVD)

A. PVDs can be used in 1-hour increments

ARTICLE XVII: HOURS OF WORK AND OVERTIME pg. 98

Section 9.

Second and third shift premium pay has been increased to \$1.00/hr.

Section 11.

Employees must be notified of change of shift prior to the end of the last workday of the previous week. First shift employees may still be required to start prior to 6am with twenty-four (24) hours notice

Section 12.

Ten (10) minute break for employees scheduled to work ten (10) hours

Section 14. Holidays

A. Added Veterans Day Holiday and two (2) additional non-recurring holidays

B. Non-recurring holidays: Friday, 12 November 2021, Monday, 3 July 2023, Friday, 5 July 2024, Monday 23 December 2024, Monday, 10 November 2025, and Friday, 2 January 2026

B.17. Added Pre-Approved PVD as Holiday Qualifier

ARTICLE XVIII: WAGES pg. 111

Section 1. Basic Wage Rates

A. Removed reference to Exhibit "F"

Section 2. Total Wage Rates

A. Update date reference from 2015 to 2021

Add 2.B. Detailing general wage increases (GWI)

Add 2.B.1 Updating Exhibit "A" to reflect a 5% increase effective 4 October 2021 for Pay Level 4-7, 6% increase for Pay Levels 1-3

Add 2.B.2 Providing a 3% General Wage Increase effective 2 October 2023

Add 2.B.3 Providing a 3% General Wage Increase effective 6 October 2025

Section 3. Cost-of-Living Allowance

COLA reinstated at same rate and frequency as 2009-2015 agreement

Add A. Cost-of-Living Allowance effective December 2021 and shall be adjusted during the Agreement based on changes in the Consumer Price Index

Add A.1.b. Providing a Cost-of-Living Allowance at three-calendar-month intervals beginning December 2021 through June 2027 with an annually adjusting bracket beginning at 0.30. The Cost-of-Living Allowance will be subject to a 0.185% diversion for each three-calendar-month interval

Section 6. Continuous Improvement Pay System

A.4.d. Weekly pay level at 115% maintained and reserve hours from 115% to 125% paid out weekly. Anything over 125% paid out every thirteen (13) weeks.

4% percent Base Adjustment once per year instead of 2% each semester

---

ARTICLE XIX: Apprenticeships and Training Programs pg. 126

Section 1. Add X20 (Parts Layout) to Apprentice Program

Add X1 (Machinist), X7 (Mechanic) and R36 (Consolidated R9 and R25 into General Maintenance pay level 2) to Training Program

Delete R9 (Building Repair and Maintenance) from Training Program

ARTICLE XX: WAIVER pg. 139

No changes to Current Agreement

ARTICLE XXI: LOCAL AGREEMENT pg. 140

No changes to Current Agreement

ARTICLE XXII: APPENDICES pg. 141

No changes to Current Agreement

ARTICLE XXIII: TERMINATION pg. 143

Update to reflect date and administrative changes

## EXHIBITS

### EXHIBIT "A" RATE SCHEDULE pg. 145

New Exhibit "A" rate table for Year 1 of the agreement reflecting 5% Basic Wage Rate increases for Pay Levels 4-7; 6% for Pay Levels 1-3

Non-CIPP Pay Level 7 rate increase to 108% of Pay Level 7 CIPP rate

## **Exhibit A Rate Schedule**

Effective 4 October 2021

<b>PAY LEVEL</b>	<b>MINIMUM</b>	<b>AFTER 12 MOS.</b>	<b>AFTER 24 MOS.</b>	<b>AFTER 36 MOS.</b>	<b>AFTER 48 MOS.</b>	<b>AFTER 60 MOS.</b>
1 (NON-CIPP)	30.300	30.600	30.910	31.215	31.530	31.840
2 (NON-CIPP)	28.810	29.095	29.390	29.680	29.975	30.280
3 (NON-CIPP)	27.695	27.970	28.250	28.530	28.815	29.100
3 (CIPP)	24.085	24.320	24.565	24.810	25.060	25.310
4 (NON-CIPP)	25.705	25.960	26.220	26.480	26.745	27.010
4 (CIPP)	22.350	22.575	22.800	23.025	23.260	23.490
5 (NON-CIPP)	24.730	24.975	25.225	25.480	25.735	25.995
5 (CIPP)	21.505	21.720	21.935	22.155	22.375	22.600
6 (NON-CIPP)	23.930	24.170	24.415	24.655	24.900	25.150
6 (CIPP)	20.805	21.015	21.225	21.435	21.650	21.865
7 (NON-CIPP)	21.705	21.920	22.140	22.360	22.585	22.810
7 (CIPP)	20.095	20.295	20.500	20.705	20.910	21.120

EXHIBIT “C” HOURLY AND INCENTIVE PAID OCCUPATIONS pg.147

Updates to Exhibit “C” Table

Employees assigned to the F1 and F2 Classifications will be consolidated into a new F3 Classification and move from Pay Level 5 to Pay Level 4.

X7 and X45 to Pay Level 2

A225 and Z36 to Pay Level 3

Combine the R019 and Z001 Classifications into new R016 Classification at Pay Level 7

Combine R009 and R025 seniority classifications to new R036 (General Maintenance) Seniority Classification at Pay Level 2

EXHIBIT “D” EMPLOYEE REQUEST FOR LEAVE OF ABSENCE pg. 151

No changes to Current Agreement

EXHIBIT “E” ALTERNATIVE SHIFTS pg. 153

No changes to Current Agreement

EXHIBIT “F” “RED-CIRCLE” RATES pg. 161

Eliminate - not applicable

EXHIBIT “H” JOHN DEERE-UAW PROGRAMS pg. 168

No changes to Current Agreement

EXHIBIT “K” JOHN DEERE JOB SECURITY PROTECTION PROGRAM pg. 178

Section 4. Temporary Layoffs

B.11.a. Change references from 10 weeks to 8 weeks for the purpose of calculating vacation pay

B.11.b. Change references from 10 weeks to 8 weeks for the purpose of calculating profit sharing

Section 5. Resource Pool Employees



B.6. Maintain Day-1 seniority, but honor relative seniority status during 120-day transfers  
Section 6. Administration

A. Update date reference from 2015 to 2021

EXHIBIT “N” SPECIAL PROVISIONS FOR EMPLOYEES HIRED BEFORE 1 OCTOBER 1997  
pg. 193

Eliminate reference to Exhibit “F”

EXHIBIT “O” JOHN DEERE ABSENTEEISM POLICY pg. 195

Removed language for 2015 implementation, otherwise no change

## LETTERS

The following Letters have been maintained with no change:

METRIC TOOLS FOR EMPLOYEES pg. 201

LAYOFFS – OVERTIME pg. 202

MUTUAL ACCEPTANCE pg. 203

PREFERENTIAL SENIORITY pg. 211

SOURCING pg. 212

STRIKER REPLACEMENT pg. 215

REINSTATEMENT OF GRIEVANCES pg. 216

TRAINING pg. 223

COSTING OF SOURCING pg. 225

NATIONAL JOINT COMMITTEE ON COMPETITIVENESS pg. 226

ENERGY LEGISLATION pg. 245

FAMILY MEDICAL LEAVE ACT pg. 246

OVERTIME POLICY ADMINISTRATION pg. 251

CIPP ADMINISTRATION PROCESS pg. 252

The following Letters have been updated:

ANNUAL LUMP-SUM PAYMENTS pg. 220

Provide for 2% lump-sum payments during the week of 4 November 2022, 1 November 2024, 6 November 2026

ARBITRATION SCHEDULING pg. 218

Provide for monthly dates for arbitration schedule

CIPP PLANNED ACTIVITIES AND NEW PRODUCT INTRODUCTION pg. 233

Update to reflect year-to-date CIPP performance from semester-to-date CIPP performance

OVERTIME POLICY pg. 198

1.C. Mandatory daily overtime will not exceed four (4) hours

2.C. Increase to six (6) Saturday opt-outs per year

SAFETY POLICIES AND PROCEDURES pg. 206

Added ergonomics

UAW/DEERE CONTINUOUS IMPROVEMENT PROCESS pg. 228

(2) Organizational Structure add NJCC

Added UAW CI Coordinator

FLCI Representatives add language on removal and job responsibilities

Added language on 120% performance goals

Added language on Focus Improvement Plan (FIP)

APPRENTICE PROGRAMS pg.250

Updated active apprenticeship programs and locations

---

CONTRACT ADMINISTRATION PROCESSES pg. 243

Added language on Saturday overtime scheduling, work assignments, sourcing and subcontracting, earning statements

Added language to provide for time off for death outside of bereavement

ANNUAL SKILLED TRADES TOOL ALLOWANCE pg. 239

Increase to \$175 annually

RATIFICATION BONUS pg. 240

\$3,500

PLANT CLOSING MORATORIUM pg. 242

Updated

New Letters:

CIPP POTENTIAL ENHANCEMENTS

Added language to provide for joint process to implement potential CIPP improvements

SKILLED TRADES TRAINING

Provides language for new technology training and potential development opportunities and apprenticeships

DIVERSITY. EQUITY. AND INCLUSION

Provides language committing to diversity, equity, and inclusion in hiring practices and potential apprenticeship applicants

JOINT DEERE UAW EMPLOYEE ASSISTANCE PROGRAM COMMITTEE

Provides language to strengthen the joint Deere/UAW EAP Committee

## GRIEVANCE PROCEDURE ADMINISTRATION PROCESS LETTER

Provides language addressing grievances beyond Step 3 and a process to address grievance backlogs

## SPECIAL PROVISIONS FOR SICK DAY AND PVDS

Provides language that upon the death of an active employee unpaid PVD and Sick Days will be paid out to their spouse or designee

## X20 APPRENTICE AND R36, X1X7 TRAINING PROGRAMS

Provides language for joint establishment of work processes for X20, R36, X1, X7

# **BENEFIT PLAN APPENDICES**

## APPENDIX "A" JOHN DEERE PENSION PLAN FOR WAGE EMPLOYEES

### ARTICLE I. ESTABLISHMENT OF PLAN

#### Section 1. Purpose

Establishment of Choice PLUS Benefit; benefit election period (Traditional PLUS or Choice PLUS) for current employees will be mutually agreed upon

#### Section 2. Effective Date(s)

Update to 1 October 2021

### ARTICLE III ELIGIBILITY FOR RETIREMENTS AND AMOUNT OF PENSIONS

#### Section 1. Normal Retirement

B. For employees hired on or after 1 October 1997 and prior to 1 November 2021 who retire after 1 November 2021 and do not elect Choice PLUS, the amount of monthly pension shall equal the sum of (1) \$42 multiplied by employee's year of service credit AND (2) the employee's Cash Balance benefit; for a participant who elected Choice PLUS the pension benefit will be determined based on the mutually agreed upon effective date

#### Section 2. Early Retirement

B.  
(1) Normal pension as determined in Section 1-B of this Article, reduced by 1/3% for each month

the employee is under age 62 (60 for retirements on or after 1 November 2021) at the date of retirement.

C. Revised for retirements after 1 November 2021 no age reduction after age 60.

### Section 2.3. Cash Balance Benefit

Cash Balance benefit beginning prior to Normal Retirement shall be calculated in accordance with the provisions of Section 10. (TDSP Calculation)

### Section 3. Total and Permanent Disability Retirement

- C.
- (1) Total and Permanent Disability benefit for employees hired on or after 1 October 1997 and prior to 1 November 2021 who retire after 1 November 2021, the amount of monthly pension shall equal the sum of (1) \$42 multiplied by employee's year of service credit AND
  - (2) the employee's Cash Balance benefit.

### Section 10. Cash Balance Benefit

Detailed provisions for Cash Balance benefit, including pay credits of 2.5% under 5 years of service; 3% for 5-14 years of service; and 4% for 15+ years of service added to cash balance each year

### Section 11. Retirement Bonus

Any employee who retires under the normal retirement provisions of Section 1, the early retirement provisions of Section 2, or the postponed retirement provisions of Section 4 between 1 October 2021 and 30 September 2027 shall receive lump sum payments for the first 5 years of retirement:

<b>YOS</b>	<b>ANNUAL PAYMENT</b>
10-19	\$4,000
20-24	\$6,000
25-29	\$8,000
30+	\$10,000

## ARTICLE VI. RETIRED EMPLOYEES

### Section 8. Lump-Sum Payments

- A. Lump-sum payment made to employees who retired under the Plan on or before 30 September 2021 on the basis of \$25/years of service with minimum payment of \$250 and maximum payment of \$750 on each of the following dates: 1 December 2021, 1 October 2022, 1 October 2023, 1 October 2024, 1 October 2025, and 1 October 2026.
- B. Lump-sum payment made to surviving spouse of an employee who died prior to 1 October 2021 and receiving survivor's pension will receive the payments outlined in Section 8. A.

## APPENDIX "B" THE HEALTH BENEFIT PLAN FOR WAGE EMPLOYEES

### ARTICLE I. GENERAL PROVISIONS

#### Section 4. Effective Dates of Coverage

- A. Employees shall have coverage effective the first of the month following the attainment of 30 calendar days of employment.

### ARTICLE II. CONTINUATION OF HEALTH COVERAGE

#### Section 11. Surviving Spouse of an Employee Hired on or After 1 October 1997

The eligible spouse and/or eligible dependents of an active employee at the time of death will be eligible for six months of continuation healthcare at no cost.

#### Section 5. Family Counseling

Intensive Behavior Therapy or Applied Behavior Analysis related to a diagnosis of Autism Spectrum Disorder

### ARTICLE XVIII. VISION CARE EXPENSE BENEFITS - EMPLOYEES AND THEIR DEPENDENTS

#### Section 2. Covered Vision Care Benefits

- A. Vision examination covered once during any period of 12 consecutive months.
- B. Lenses and contacts covered once during any period of 12 consecutive months.
- C. Frames covered once during any period of 12 consecutive months.
- D. Determination of 12 consecutive month period for lenses and frames will be based on the date of the examination.

#### Section 3. Preferred Provider Arrangement (Where Available)

- A. Vision examination covered once during any period of 12 consecutive months.
- B. Lenses and contacts covered once during any period of 12 consecutive months.
- C. Frames covered once during any period of 12 consecutive months.

## ARTICLE XXV. ADDITIONAL BENEFITS

### Section 1. Paid Parental Leave

#### A. Benefit

Up to two weeks of parental leave will be paid at 100% of the eligible employee's average straight-time hourly rate on the last day worked exclusive of shift and overtime premium.

#### B. Eligibility

(1) Effective 1 October 2021, all employees who, while actively working and meeting eligibility requirements, have a child that was born or adopted on or after the effective are eligible for paid parental leave under this article.

(2) The adopted child may not be a child of the employee's blood relative, spouse, domestic partner or a blood relative of the employee's spouse or domestic partner.

(3) Supplemental employees are not eligible for this parental leave.

#### C. Qualifying Event

Parental leave can be taken for up to one year (12 months) from the date of birth or the date when the adoptive parents gain custody of the child.

#### D. Holidays

When a Company recognized holiday falls during an employee's parental leave, the employee is entitled to an equal number of additional days of parental leave.

## APPENDIX "C" THE DISABILITY BENEFIT PLAN FOR WAGE EMPLOYEES

No changes to this benefit

## APPENDIX "D" SUPPLEMENTAL UNEMPLOYMENT BENEFIT PLAN

D. Maximum Benefits for Employees Hired On or After 1 October 1997 and laid-off after 1 October 2021

1 but less than 5 years \$150

5 - 10 \$200

10 - 15 \$250

15 plus \$300

ALL POST 97 EQUAL SUB BENEFITS

TRANSITIONAL ASSISTANCE PROGRAM-Removed

APPENDIX "E" THE LEGAL SERVICES PLAN FOR WAGE EMPLOYEES

10.5 MILLION to 11 MILLION

APPENDIX "F" FACTORY CLOSING PLAN

No change

APPENDIX "G" RELOCATION ALLOWANCE PLAN

No change

APPENDIX "H" TUITION REFUND PLAN

No change

APPENDIX "I" JOHN DEERE GROUP LIFE AND DISABILITY INSURANCE PLAN FOR WAGE EMPLOYEES

No change

APPENDIX "J" GENERAL PROVISIONS OF THE PROFIT SHARING PLAN

No change

APPENDIX "J-1" PROFIT SHARING PLAN

Section 2. Definitions

B. Revise date to 1 November 2021

F. Revise dates for fiscal years to:

Fiscal 2022: 1 November 2021 through 30 October 2022

Fiscal 2023: 31 October 2022 through 29 October 2023

Fiscal 2024: 30 October 2023 through 27 October 2024

Fiscal 2025: 28 October 2024 through 2 November 2025



Fiscal 2026: 3 November 2025 through 1 November 2026

Fiscal 2027: 2 November 2026 through 31 October 2027

### Section 3. Eligibility and Participation

B. Revise date to 1 November 2021

## APPENDIX "L" GENERAL PROVISIONS OF THE JOHN DEERE TAX DEFERRED SAVINGS PLAN

No change

## APPENDIX "L-1" JOHN DEERE TAX DEFERRED SAVINGS PLAN FOR WAGE EMPLOYEES

### ARTICLE II. DEFINITIONS

#### Section 2.1 Definitions

C. Choice PLUS Participant. An employee who was (1) hired on or after 1 November 2021 or (2) hired on or after 1 October 1997 and prior to 1 November 2021, was employed as a wage employee covered by the John Deere Pension Plan for Wage Employees and waived continued participation in the John Deere Pension Plan for Wage Employees during a mutually agreed upon election period.

II. Traditional PLUS Participant. An employee who was hired on or after 1 October 1997 and prior to 1 November 2021 that continues to accrue a benefit under the John Deere Pension Plan for Wage Employees.

**October 01, 2021**

### ARTICLE IV. CONTRIBUTIONS

#### Section 4.5 Employer Contributions

Beginning with the first complete payroll period after 1 November 2021, for Employees that become eligible as a Choice PLUS Participant on or after 1 November 2021, the Employer shall make a retirement contribution equal to 4% of eligible earnings to the Plan. The retirement contribution shall be fully vested and non-forfeitable at all times.

#### Section 4.7 Tax Deferred Agreements

B. (5) Effective 1 January 2022, all eligible employees, rehires and new hires, hired on or after 1 October 1997 not contributing at least 6% will be enrolled at 6%. Employees will have thirty days to opt out of the change. All eligible employees hired on or after 1 October 1997 not contributing at least 6% as of 1 January 2022, as well as all new hires and rehires on or after that date, will be entered into the Annual Increase Program. Each 1 January following the effective date of the Annual Increase Program, their deferral percentage will be increased by 1% and continue until the employee opts out of the Annual Increase Program or their deferral percentage reaches 12%.

ARTICLE VII. VESTING, DISTRIBUTIONS, WITHDRAWALS, AND LOANS

Section 7.5 Loans to Eligible Participants

C. The retirement contribution described in Section 4.5 shall not be available for loan transactions.

ARTICLE XII. COMPANY CONTRIBUTIONS FOR EMPLOYEES

Section 12.2 Matching Contributions

Beginning with the first complete payroll period after 1 October 2015, and each successive payroll period thereafter, the Employer shall contribute a "Matching Contribution" to the plan on behalf of each Traditional PLUS Participant.

Effective 1 November 2021 through 31 December 2022, the Employer Matching Contribution will be guaranteed at 100 percent (\$1 for each dollar) of the Wage Deferral Contributions (up to 6 percent of Compensation) for each Choice PLUS Participant eligible for Matching Contributions on or after 1 November 2021.

Effective 1 January 2023 for a Choice PLUS Participant, the Employer Matching Contribution shall be determined each calendar year based on the prior fiscal year's profit-sharing performance metric as shown below:

Fiscal Year Dates	Contribution Effective Dates
2022: 1 Nov. 2021 - 30 Oct 2022	1 Jan. 2023
2023: 31 Oct. 2022 - 29 Oct 2023	1 Jan. 2024
2024: 30 Oct. 2023 - 27 Oct 2024	1 Jan. 2025
2025: 28 Oct. 2024 - 2 Nov 2025	1 Jan. 2026
2026: 3 Nov. 2025 - 1 Nov 2026	1 Jan. 2027

At Least	Less Than	TD SP Match is
0	8	\$0.65
8	8.25	\$0.67
8.25	8.5	\$0.69
8.5	8.75	\$0.71
8.75	9	\$0.73
9	9.25	\$0.75
9.25	9.5	\$0.78
9.5	9.75	\$0.80
9.75	10	\$0.82
10	10.25	\$0.84
10.25	10.5	<b>\$0.86</b>
10.5	10.75	\$0.88
10.75	11	\$0.90
11	11.25	\$0.92
11.25	11.5	<b>\$0.94</b>
11.5	11.75	\$0.96
11.75	<b>12</b>	<b>\$0.98</b>
12	Unlimited	\$1.00

---

NEW LETTER

WELLNESS INCENTIVE

**NO CHANGES TO RETIREE BENEFITS COVERAGE**

# Holidays

12 Annual Holidays and 6 Nonrecurring Holidays during course of the Agreement

## 2021-2022

Nov. 11, 2021	Veterans Day
Nov. 12, 2021	Nonrecurring
Nov. 25, 2021	Thanksgiving Day
Nov. 26, 2021	Friday after Thanksgiving
Dec. 24, 2021	} <b>Christmas Holiday Period</b>
Dec. 27, 2021	
Dec. 28, 2021	
Dec. 29, 2021	
Dec. 30, 2021	
Dec. 31, 2021	
Jan. 1, 2022	
Jan. 17, 2022	Martin Luther King. Jr. Day
Apr. 15, 2022	Good Friday
May 30, 2022	Memorial Day
July 4, 2022	Independence Day
Sept. 5, 2022	Labor Day

## 2022-2023

Nov. 11, 2022	Veterans Day
Nov. 24, 2022	Thanksgiving Day
Nov. 25, 2022	Friday after Thanksgiving
Dec. 26, 2022	} <b>Christmas Holiday Period</b>
Dec. 27, 2022	
Dec. 28, 2022	
Dec. 29, 2022	
Dec. 30, 2022	
Dec. 31, 2022	
Jan. 2, 2023	
Jan. 16, 2023	Martin Luther King Jr. Day
Apr. 7, 2023	Good Friday
May 29, 2023	Memorial Day
July 3, 2023	Nonrecurring
July 4, 2023	Independence Day
Sept. 4, 2023	Labor Day

## 2023-2024

Nov. 10, 2023	Veterans Day
Nov. 23, 2023	Thanksgiving Day
Nov. 24, 2023	Friday after Thanksgiving
Dec. 25, 2023	} <b>Christmas Holiday Period</b>
Dec. 26, 2023	
Dec. 27, 2023	
Dec. 28, 2023	
Dec. 29, 2023	
Jan. 1, 2024	
Jan. 15, 2024	
Mar. 29, 2024	Good Friday
May 27, 2024	Memorial Day
July 4, 2024	Independence Day
July 5, 2024	Nonrecurring
Sept. 2, 2024	Labor Day

## 2024-2025

Nov. 11, 2024	Veterans Day
Nov. 28, 2024	Thanksgiving Day
Nov. 29, 2024	Friday after Thanksgiving
Dec. 23, 2024	} <b>Christmas Holiday Period</b>
Dec. 24, 2024	
Dec. 25, 2024	
Dec. 26, 2024	
Dec. 27, 2024	
Dec. 30, 2024	
Dec. 31, 2024	
Jan. 1, 2025	Martin Luther King. Jr. Day
Jan. 20, 2025	Good Friday
Apr. 18, 2025	Memorial Day
May 26, 2025	Independence Day
July 4, 2025	Labor Day
Sept. 1, 2025	Labor Day

## 2025-2026

Nov. 10, 2025	Nonrecurring
Nov. 11, 2025	Veterans Day
Nov. 27, 2025	Thanksgiving Day
Nov. 28, 2025	Friday after Thanksgiving
Dec. 24, 2025	} <b>Christmas Holiday Period</b>
Dec. 25, 2025	
Dec. 26, 2025	
Dec. 29, 2025	
Dec. 30, 2025	
Dec. 31, 2025	
Jan. 1, 2026	
Jan. 2, 2026	Nonrecurring
Jan. 19, 2026	Martin Luther King. Jr. Day
Apr. 3, 2026	Good Friday
May 25, 2026	Memorial Day
July 3, 2026	Independence Day
Sept. 7, 2026	Labor Day

## 2026-2027

Nov. 11, 2026	Veterans Day
Nov. 26, 2026	Thanksgiving Day
Nov. 27, 2026	Friday after Thanksgiving
Dec. 24, 2026	} <b>Christmas Holiday Period</b>
Dec. 25, 2026	
Dec. 28, 2026	
Dec. 29, 2026	
Dec. 30, 2026	
Dec. 31, 2026	
Jan. 1, 2027	
Jan. 18, 2027	Martin Luther King. Jr. Day
Mar. 26, 2027	Good Friday
May 31, 2027	Memorial Day
July 5, 2027	Independence Day
Sept. 6, 2027	Labor Day

---

# Notes

---

# Notes

# Deere National Negotiating Committee



**First row from left to right:** Art Brunson, Ben Pearson, Ron McInroy, Chuck Browning, Mike 'Gus' Mansker, Brad Dutcher, Jason Ewing, Brandon Keatts, Clyde Septer, Sherrard Robinson, Sr. and Al Britain.

**Second row from left to right:** Fred Weber, Tom Weber, Jon Goff, Kenny Vest, Tim Frickson, Travis Hanrahan, Chad Kaiser, Rod Frickson, Bob Garland, Travis Drake, William 'Billy' Weinhold, Joe Morel, David Thompson, JC Zimmerman, Craig Karnes, Brian Moens, Josh Hogan, Brad Teutschmann, Sam Spitzmiller, Scott DeVrieze, Steve Erbe, Ty Hamilton, Curtis Templeman and Lucas DeSpain

# Deere National Negotiating Committee

## Chuck Browning

*UAW Vice President and Director  
Agricultural Implement Department*

## Ron McInroy

*Director  
UAW Region 4*

## Brad Dutcher

*Assistant Director  
UAW Region 4*

## Brandon Keatts

*Top Administrative Assistant  
to Vice President Browning*

## Mitchell Smith

*Director  
UAW Region 8*

## Tim Smith

*Assistant Director  
UAW Region 8*

## Tom Weber

*Administrative Assistant to  
to Vice President Browning*

## Robert Garland

*Assistant Director  
UAW Agricultural Implement Department*

## Scott DeVrieze, Josh Hogan,

## J.C. Zimmerman

*International Representatives  
UAW Agricultural Implement Department*

## Lucas DeSpain, Craig Karnes,

## Joe Morel

*International Representatives  
UAW Region 4*

## Deere Bargaining Committee

**UAW Local 74**

**Jason Ewing, President and William (Billy) Weinhold, Chairperson**

**UAW Local 79**

**Sherrard Robinson, Sr., President and Sam Spitzmiller, Chairperson**

**UAW Local 94**

**Chad Kaiser, President and Brad Teutschmann, Chairperson**

**UAW Local 186**

**Al Britain, Chairperson**

**UAW Local 281**

**Travis Hanrahan, President and Michael (Gus) Mansker, Chairperson and Co-Chair**

**UAW Local 434**

**Brian Moens, President and Clyde Septer, Chairperson**

**UAW Local 450**

**Travis Drake, President and Curtis Templeman, Chairperson**

**UAW Local 472**

**Ty Hamilton, Chairperson**

**UAW Local 838**

**Tim Frickson, President; Rod Frickson, Chairperson - Engine Works, Art Brunson, Chairperson - Tractor and Cab Assembly, Fred Weber, Chairperson - Waterloo Works, Foundry and Production Engineering Center**

**UAW Local 865**

**David Thompson, President and Ben Pearson, Chairperson and Co-Chair and Jon Goff, Skilled Trades Representative, UAW Deere Council**

**UAW Local 2366**

**Kenny Vest, President and Steve Erbe, Chairperson**

---

*Jeremy Lang, Union Time Study Council Representative*

## International Union, UAW - Technical Staff

### Renee Turner-Bailey

*Director  
UAW Social Security Department*

### Bill Karges

*UAW Legal Department  
UAW Agricultural Implement Department*

### Ted Szczepaniak

*Assistant Director  
UAW Research Department*

### Matt Uptmor

*UAW Health and Safety  
Department*

### Raenell Glenn

*Assistant Director  
UAW PR Department*