



# OHAP BULLETIN



1/25/2026

Please take the time to read the actual contract and direct your questions to the people who negotiated it. Your vote is absolutely your choice - but it should be based on facts, not rumors or secondhand interpretations.

Social media - especially Facebook - is not a reliable source for **accurate** information on this agreement. Misinformation is being shared, and some of it is flat-out incorrect. Make your decision based on verified information, not mis-leading posts and rumors.

## Common areas of interest from Informational meetings:

- All Lates reduced to zero, new late program that is fair for everyone
  - Production Page 71-72
- GU language that empowers the GU's and a path to progress from that classification
  - Production Page 35-36
- Improved Early break and Lunch language
  - Production Page 61-63
- QOSC coverage
  - Production Page 70
- Launch Language (all new)
  - Production Page 70-71
- Establishing a Technical Training Steering Committee for the Trades
  - Skilled Trades Page 23
- **Improvements:** Clothing allowance (\$200, - \$100 each year for life of contract, 2 years left), Motorcycle parking structure, picnic tables & Additional Apprentices on top of our existing allocation for 2026 and 2027
  - These are all side letters agreed upon if contract passes. We have signed copies of these commitments available for review.

These are just a **few** of the highlights and areas that have changed that members have been most interested in. We understand the entire agreement is a lot to read and absorb, that is why we continue to strongly encourage members to read and ask questions for full understanding.

## Voting On Tentative Local Agreement

Voting on the tentative Local Agreement will take place on Tuesday, January 27, 2026, from 4:00 AM to 12:00 AM (midnight). Active members will vote at Ohio Assembly Plant in the Econoline Room.

**Please Note:** If you are laid off or on medical leave, an approved leave of absence, a disciplinary layoff or vacation, you will vote at UAW Local 2000 Union Hall, 3151 Abbe Road in Sheffield Village.

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## COMMONLY ASKED QUESTIONS

### **Q: What does “tentative agreement” mean?**

**A:** A tentative agreement means your bargaining team and the Company have reached a proposed contract that is ready to be reviewed by the membership. Nothing is final until members vote to approve it.

### **Q: What does the Bold & underline and cross out mean?**

**A:** The bold & underline means new language that was added to the contract. The cross out means that it is language that is being removed from the contract. If you don't see one of these two (bold & underline or cross out), this means the language is staying the same. We made **No Concessions**.

### **Q: What is the difference between National Language and Local Language?**

**A:** This tentative agreement is for our **Local** contract only. We **cannot** change National Language ie regarding a retirement plan, health care, pay raises, etc. Please read the Local Language and understand what it means. Also please make sure to read the entire section to fully understand what it means. One sentence does not define or explain an entire section.

### **Q: How do I get my clothing allowance?**

**A:** If the contract passes, we will have an online UNION store (they will also come to the plant to help). You will be able to order from the online store, and they will ship your order directly to your house. Each employee would receive \$100 each year (we would have two years with this contract) for a total of \$200 each. With 1,600 employees, that means a total gain of \$320,000 for OHAP for clothing allowance. Some plants received a higher amount due to the length of their contract and plant size (population).

### **Q: We cannot negotiate FMLA?**

**A:** FMLA is a federal law and is not negotiated locally. Questions and concerns should be discussed with the benefits rep if assistance is needed.

### **Q: What happens if I don't vote?**

**A:** If you don't vote, your voice isn't heard - only votes that are cast are counted.

### **Q: What happens if the contract doesn't pass?**

**A:** We will continue working under the 2015 contract, and your bargaining team will go back to the table.

Please take the time to read the contract and ask questions to get an understanding of what you are voting for. It is your right to get out and vote, so **let your voice be heard!**