



WHAT HAPPENS DURING THE NEGOTIATIONS PROCESS?

- Caterpillar and the UAW meet to negotiate in good faith over wages, benefits, and other working conditions. Each side identifies their issues and concerns, shares their perspectives and proposed solutions.
- The goal is to find solutions that are acceptable to both Caterpillar and the UAW and that position these facilities for long term success.
- If an agreement is reached by the negotiations teams, then that tentative agreement must be ratified by a vote of employees.
- If an agreement is not reached, the union may elect to call a strike or the company may elect to lockout.

2022

- Caterpillar determines changes needed to ensure competitive and efficient operations of facilities.
- Caterpillar anticipates issues to be put forward by UAW.
- Caterpillar completes our normal contingency planning including training of contingency workforce.

Feb. – March 2023

- Caterpillar and UAW continue to negotiate in good faith to reach tentative agreement.
- If tentative agreement is reached, the terms of the agreement is communicated to employees.

Early 2023 (TBD)

- Caterpillar and the UAW have not yet set dates for negotiations. In past years, initial offers were presented in December or January.
- Caterpillar and the UAW present initial contract proposals.
- Both parties discuss core issues and investigate potential solutions.

March 1, 2023

- Tentative agreement is reached and employees hold ratification vote on new agreement.
 - o **Accepted:** work continues, and new contract takes effect.
 - o **Rejected:** UAW may choose to call a strike.
- a. Caterpillar deploys contingent workforce made up of support, management, and contract employees to keep business operations running.
- b. The strike continues or negotiations may resume until Caterpillar and UAW reach agreement.
- c. Caterpillar continues to operate facilities through contingency plans to serve our customers.
- d. The UAW may not choose to call for a strike. The parties could agree to work under an extension agreement or without a contract in place.

We aim to reach an agreement that positions Caterpillar, our facilities and our employees to compete and succeed long into the future.