

**Detroit Public Schools Community District (DPSCD)
and
United Auto Workers Local 2071 (UAW)**

**TENTATIVE AGREEMENT
December 20, 2024**

On September 25, 2024, the Michigan Employment Relations Commission certified the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW and its Local Union 2071 (UAW) as the bargaining representative of a bargaining unit consisting of: Van Drivers, Warehouse Operations/Logistics, Warehouse and Forklift Drivers, and Truck Drivers-Laborers; and excluding: Clericals, Managers, Supervisors and Temporary Staff.

The parties hereby agree to the following tentative agreement setting forth the terms and conditions of employment with respect to contract duration, wage, retention bonus, longevity and insurance provisions to be included in the parties' collective bargaining agreement:

1. **Eighteen-Month Agreement.** January 1, 2025, to June 30, 2026.

2. **Wages.**

- a. January 1, 2025 to June 30, 2025: 4% base wage increase
- b. July 1, 2025 to June 30, 2026: 3% base wage increase

Such increases are reflected in the wage rates below:

Position	Current hourly wage rate	1/1/2025 hourly wage rate	7/1/2025 hourly wage rate
Van Driver	\$20.55	\$21.37	\$22.01
Warehouse Oper/Logistics	\$17.68	\$18.39	\$18.94
Truck Driver-Laborer	\$18.93	\$19.69	\$20.28
Warehouse & Forklift Driver	\$25.13	\$26.14	\$26.92

3. **Retention Bonus:** All full-time UAW unit members who were employed by the District as of February 1, 2024, and who remained actively by the District on November 1, 2024, shall receive a \$2,000 retention bonus. This payment will be paid in a separate pay advice in February 2025. All full-time UAW bargaining unit members who were employed by the District as of February 1, 2025, and who remain actively by the District on November 1, 2025, shall receive a \$2,000 retention bonus. This payment will be paid in a separate pay advice in December 2025. Less than full-time unit members shall be eligible for a pro-rated retention bonus otherwise subject to the same terms above.

4. Insurance: For the 2025-26 school year, the District shall maintain or increase its total overall healthcare cost contribution percentage as needed up to the 80% threshold. Subject to this limitation, it is the parties' intention to maintain to the extent possible the UAW bargaining unit members' current (2024-25) plan options not to exceed the 80% threshold, and to address any needed changes as they have done in the past. Also, for the 2025-26 school year (and in clarification of the foregoing), the District will attempt to maintain its current health insurance providers/carriers, including dental and vision - if their overall costs to the District remain competitive and provide our employees the greatest value. The District will continue to procure high quality services from insurance providers/carriers for health, vision, dental and other high quality healthcare benefits including those that provide our employees with the greatest overall value.

If there is a change contemplated by or imposed upon the District (as in the case of a provider/carrier terminating its relationship with the District), then the parties would bargain over this provision, including but not limited to, procuring similar high quality health care providers.


Notwithstanding the paragraph above, and in clarification of the same, in the event that the District decides that it is in the best interests of our employees and their families to solicit bids for District healthcare insurance, the District shall exercise its rights on behalf of our employees in collaboration with the UAW and coalition of unions as it has consistently done in the past, and no changes would be made in providers/carriers without bargaining and the agreement of the UAW.

5. Longevity. UAW unit members who, as of June 30, 2024, have 15 or more years of service with the District (and its predecessor the Detroit Public Schools) shall receive a longevity supplement in the amount of \$1,000. The District shall pay this longevity supplement in a separate pay advice in July 2025. To receive this longevity payment, the employee must maintain their employment through the end of the 2024-25 school year. Similarly, UAW unit members who, as of June 30, 2025, have 15 or more years of service with the District (and its predecessor the Detroit Public Schools) shall receive a longevity supplement in the amount of \$1,000. The District shall pay this longevity supplement in a separate pay advice in July 2026. To receive this longevity payment, the employee must maintain their employment through the end of the 2025-26 school year.

It is understood that the parties shall continue to bargain non-economic provisions for the parties' first collective bargaining agreement.

This tentative agreement is contingent upon the ratification by the bargaining unit members and the Board of Education.


For DPSCD:


Luis Solano (Jan 8, 2025 16:09 EST)

Luis B. Solano, Deputy Superintendent
08/01/2025


Date

For the UAW Local 2071:


Saundra Sumner (Jan 8, 2025 16:44 EST)

Saundra Sumner, President UAW 2071
08/01/2025

Date



Ben Jackson, Assistant Superintendent
08/01/2025

Date

Approved:  _____
Nikolai P. Vitti, Superintendent

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Date