



BIG THREE COMPARISON



TIERS



PROPOSAL

Rawsonville Components and Sterling Axle employees will now be on the same wage scale as assembly workers. **We have eliminated that entire wage tier.**



PROPOSAL

GMCH and CCA employees will now be on the same wage scale as assembly workers. **We have eliminated that entire wage tier.**



PROPOSAL

Continued **substandard pay** at MOPAR.



COLA



PROPOSAL

Reinstated COLA formula suspended in 2009.



PROPOSAL

Deficient COLA will provide an estimated zero percent wage protection over the life of the agreement.



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Deficient COLA will provide an estimated zero percent wage protection over the life of the agreement.



JOB SECURITY



PROPOSAL

Right to strike over plant closures.

In the event of an indefinite layoff, **income security for up to 2 years with health care.** Applies to all employees with 90 days of service, including temporary workers.



PROPOSAL

Rejected all of our job security proposals.



PROPOSAL

Rejected all of our job security proposals.



PROFIT SHARING



PROPOSAL

Enhanced profit sharing formula that would have resulted in a 13.3% increase for the average employee in payouts last year. Profit sharing **extended to temporary employees** with at least 90 days employment.



PROPOSAL

Rejected our enhanced profit sharing proposal.



PROPOSAL

Rejected our enhanced profit sharing proposal.



TEMPS



PROPOSAL

Immediate conversion of all temporary employees with at least 90 days employment upon ratification.



PROPOSAL

Rejected all of our proposals on temporary employees.



PROPOSAL

Rejected all of our proposals on temporary employees. No clear path for temporary employees to be converted.

