



# BIG THREE COMPARISON

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# 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.







# STAND UP

FACILITY NAME	LOCATION
Pontiac Redistribution	Pontiac, MI
Willow Run Redistribution	Belleville, MI
Ypsilanti Processing Center	Ypsilanti, MI
Davidson Rd. Processing Center	Burton, MI
Flint Processing Center	Swartz Creek, MI
Lansing Redistribution	Lansing, MI
Cincinnati Parts Dist.	Westchester, OH
Denver Parts Dist.	Aurora, CO
Hudson Parts Dist.	Hudson, WI



# STAND UP

FACILITY NAME	LOCATION
Chicago Parts Dist.	Bolingbrook, IL
Reno Parts Dist. Center	Reno, NV
Rancho Cucamonga Parts Dist.	Rancho Cucamonga, CA
Fort Worth Parts Dist.	Roanoke, TX
Martinsburg Parts Dist.	Martinsburg, WV
Jackson Parts Dist.	Brandon, MS
Charlotte Parts Dist.	Charlotte, NC
Memphis AC Delco Parts Dist.	Memphis, TN
Philadelphia Parts Dist.	Lang Horne, PA





# STAND UP

FACILITY NAME	LOCATION
Marysville	Marysville, MI
Centerline Packaging	Center Line, MI
Centerline Warehouse	Center Line, MI
Sherwood	Warren, MI
Warren Parts	Warren, MI
QEC	Auburn Hills, MI
Romulus	Romulus, MI
Cleveland	Streetsboro, OH
Milwaukee	Milwaukee, WI
Minneapolis	Plymouth, MN



# STAND UP

FACILITY NAME	LOCATION
Denver	Commerce City, CO
Chicago	Naperville, IL
Los Angeles	Ontario, CA
Portland	Beaverton, OR
Atlanta	Morrow, GA
Winchester	Winchester, VA
Orlando	Orlando, FL
Dallas	Carrollton, TX
New York	Tappan, NY
Boston	Mansfield, MA