

# GM's Insulting Offer

**GM's earnings are soaring.** The company earned more than \$7 billion in profits in the first half of this year. GM CEO Mary Barra is the highest paid Big Three CEO, raking in \$29 million last year. Altogether, the Big Three made \$21 billion in profits in just the first six months of this year. While Big Three executives and shareholders have gotten rich off our labor, UAW members have been left behind. **It's time for our fair share!**

## OUR DEMANDS

vs.

## GM'S PROPOSALS

### ENDING TIERS

**End tiers:** 90-day progression to top rate, restoring pensions and retiree healthcare, folding CCA and GMCH into traditional wage rates.

**Keep tiers:** 6-year progression, rejected all pension and retiree healthcare proposals, continued substandard pay for CCA and GMCH.

### WAGES

**Double-digit pay raises** to match salary increases of Big 3 CEOs, catch up with inflation, and make up for decades of falling wages.

**Unacceptable pay offer** with a 10% increase over four years that doesn't even make up for past raises wiped out by inflation. Lump sum bonuses that many employees won't receive.

### COLA

**COLA** so wages keep up with inflation and our quality of life improves.

**No COLA**, just lump sums that many employees won't receive.

### PROFIT SHARING

**Enhanced profit sharing** by providing workers \$2 for every \$1 million spent by GM on share buybacks, special dividends, and increases to normal dividends.

**Concessionary profit sharing** formula that leaves more for company executives and rich shareholders and less for us—would have resulted in a 29% smaller check last year.

### JOB SECURITY

**Job security** with Working Family Protection Program and right to strike over plant closures.

**Rejected** all of our job security proposals.

### WORK-LIFE BALANCE

**Increased** work, life, and family balance with more paid time off and holidays.

**Rejected** all quality-of-life proposals with the exception of Juneteenth.

### RETIREMENT

**Significant increase** to retiree pay.

**Rejected** all increases to retiree pay.

