

### Layoff Protections

Layoffs happen in manufacturing. Maybe Kim Kardashian switches to BMW. Maybe DJ Khaled's next song is about Bentleys instead of Maybachs.

Mercedes workers have no protection against layoffs. We're forced to rely on unemployment benefits of \$275 a week, and the pandemic showed us what a mess Alabama's unemployment system is.

Laid off Big Three workers get two years of Supplemental Unemployment Benefits and fully paid health care. When added to state unemployment benefits, laid off UAW

members get 95% of their pay.

### The Right to Strike

Right now, we have two options: put up with what we have or quit. With a union we gain a powerful third option: the right to strike to win the changes we deserve.

The right to strike is the most powerful weapon working people have. They are rare for a reason: most companies are scared to lose one minute of production.

**Nobody can force us out on strike.** We democratically decide when and how to strike.

## Organizing the Industry



Right now, 1 in 5 autoworkers are unionized. That's enough to win world class wages and health care, but we need to build more power to win back pensions and retiree health care.

That's why we're joining with autoworkers across the country to build industrial power. It's an ambitious goal, but here's the truth: **the last time autoworkers organized their industry, they built a broad middle class that lasted for MORE THAN TWO GENERATIONS.**

The powerful are always going to feel threatened when their status quo is

interrupted.

They don't have to be. We will still build world-class cars, they will still enjoy record profits and massive tax breaks from their friends in Alabama politics.

What they will gain is an even more dedicated workforce because we will share in the profits we create. We will be empowered to point out safety violations and quality defects without fear of reprisal.

Organizing a union at Mercedes is a win-win. **Join the supermajority of us who are voting UAW Yes on May 13-17.**

**End the Alabama Discount**



**Vote UAW Yes**

opeiu494afl-cio

# WE ARE BREAKING THE STATUS QUO



# 11,171 Days

That's how long we've lived with the Alabama Discount status quo. But thanks to historic gains won by Big Three autoworkers, the status quo is finally beginning to crack.

Earlier this year Mercedes announced its single largest hourly increase in history - \$2 an hour for top scale team members. But workers in progression got much less than that. And despite those record-setting gains, we are still paid far less than people who do the same jobs that we do at UAW-represented plants in Tennessee, Kentucky, and Texas.

For 30 years we've been told not to ask for more. We are told to be happy with our status as second-class citizens at Mercedes.

## Enough is enough.

They tell us to be happy with what we have because their plan is to make record profits off our labor. Here's what our hard work makes possible:



**80%**  
CEO raise  
last year

Record  
Profits of  
**\$77  
BILLION**  
in the last  
three years

**\$13  
BILLION**  
in dividends  
shoveled to  
shareholders  
since 2021

# Unions Bring Stability, Not Uncertainty

We are tired of not being able to plan for our future. Workers in progression have to meet individually with their GL to learn their individual rate, whereas every union autoworker can look at their contract and see exactly how big their raises will be over the next four years.

	May 2024	May 2025	May 2026	May 2027	May 2028
<b>Production Employee - New Hire, May 2024</b>					
<b>Mercedes</b>	\$23.50	Different rates for different people.			🙄
<b>UAW-GM</b>	\$25.53	\$28.38	\$33.38	\$40.62	\$42.94
<b>Production Employee - Top-Out, Mercedes, May 2024</b>					
<b>Mercedes</b>	\$34.00	No future pay announced yet	🙄	🙄	🙄
<b>UAW-GM</b>	\$36.09	\$37.62	\$39.09	\$40.62	\$42.94
<b>Maintenance/Skilled Trades - Top-Out, Mercedes, May 2024</b>					
<b>Mercedes</b>	\$41.10	No future pay announced yet	🙄	🙄	🙄
<b>UAW-GM</b>	\$42.61	\$44.33	\$46.00	\$47.74	\$50.52

## Keeping Up with Inflation

Union autoworkers have peace of mind knowing their pay will grow every year and keep up with the cost of inflation.

## Job Security

We're at-will employees and we have no contract. We can be disciplined or fired at any time for any reason, or for no reason at all. And management can play favorites when applying their policies.

**UAW autoworkers have a contract and due process rights, including no random drug testing.** Management must apply the rules equally to everyone, and they must have verifiable evidence of misconduct before disciplining anyone.

In other words, UAW autoworkers can only be disciplined for just cause, but we can be disciplined just-cause.

## World Class Health Care

UAW members at the Big Three get some of the best health care coverage in the country. **And they don't pay a dime in premiums or deductibles.**

Imagine if our health care coverage not only greatly improved, but all our health care premium and deductible costs were wiped out (including the working spouse surcharge) without the need to give up our regular doctor. That's thousands more in our pockets even after paying union dues.

And better yet? **Those costs can't be raised because they're written into the union contract.** Imagine knowing exactly how much we'll be paying for health care four years from now....