

COLLECTIVE BARGAINING AGREEMENT COMPARISON CHART

	FORD	GM	STELLANTIS	VW TN Current Company Proposal as of 1/10/25
General Wage Increase (GWI)	+11% - 2023, +3% - 2024; +3% - 2025; +3% - 2026; +5% - 2027			4% - upon ratification; 3% - yr1; 3% - yr2; 4%-yr3
Wages (assembly) w/o COLA (12/24)	Top Prod: \$36.65 Skilled: \$43.81	Top Prod: \$36.96 Skilled: \$43.67	Top Prod: \$36.32 Skilled: \$44.06	Top Prod: \$32.40 Skilled: \$41.00
Wages (assembly) w/o COLA (3/28)	Top Prod: \$40.82 Skilled: \$48.79	Top Prod: \$41.17 Skilled: \$48.65	Top Prod: \$40.46 Skilled: \$49.09	End of CBA: \$37.18 Top Prod: \$47.05
Signing Bonus	\$5,000	\$5,000	\$5,000	NO
Profit Sharing	\$10,400 avg payout in 2023	\$12,250 avg payout in 2023	\$13,860 avg payout in 2023	No contractual formula
COLA	Yes. \$0.66/hr currently- \$1.87/hr estimated by 3/28			Proposed COLA on paper and verbally stated similar to Detroit Three. But presented no contractual formula.
Healthcare	No annual deductible or monthly premiums			Proposed a 5% reduction in premium, but intends to offset the cost by narrowing the network
PTO/Usage	Vacation Hours			Status quo
	Seniority		Vacation	
	1 - 3 yrs		96 hrs	
	3 - 5 yrs		100 hrs	
	5 - 10 yrs		120 hrs	
	10 - 15 yrs		140 hrs	
	15 - 20 yrs		160 hrs	
	20+ yrs		200 hrs	
Job Security - SUB	One year of SUB pay, one year of TAP benefits, 2 years of continued healthcare benefits			No commitment
401 (K)	10% automatic company contribution			Status quo
Sourcing Moratorium	Yes			NO

AT UAW-VW, WE'RE FIGHTING FOR A STRONG FIRST CONTRACT THAT REFLECTS OUR DEMANDS AND RAISES STANDARDS AT OUR PLANT.

