

GM jobs are good jobs— made even better by a good proposal.

What does a job at GM mean?

A job at General Motors means wage rates which have been steadily increased through an annual improvement factor. It means protection against increases in the cost of living. And liberal life insurance, hospital, surgical, medical and prescription drug benefits for the employee and his entire family. It means sickness and accident insurance, layoff and pension benefits. And excellent promotion opportunities for everyone. In other words, at General Motors:

A good job pays well.

- GM employees are now paid 30% more than the average manufacturing worker.
- GM's proposal would increase average base wages in the first year by 9.8% with additional 3% increases in both the second and third years.
- Over the three years of the contract, the proposal would provide cost-of-living protection for a minimum of 16¢ to a maximum of 28¢ per hour.
- GM's wage offer will give the average employee almost \$5,000 in additional wages over the three years of the contract.

A good job includes liberal benefits.

- GM provides life insurance benefits ranging from \$7,000 to \$13,000, increased by the offer to \$7,500 to \$14,500—50% more for accidental death.
 - Sickness and accident benefits ranging from \$75 to \$140 a week. Under the offer, the range would be \$75 to \$155 a week.
 - Hospital, surgical, medical and prescription drug benefits for the employee and his entire family.
- Current cost for these benefits alone averages \$82.54 per month per employee. And GM pays it all!

A good job provides layoff benefits.

- GM employees receive layoff pay almost equal to take-home pay when working full time. For an average employee, layoff benefits, including unemployment compensation, total \$120.12 per week for up to 52 weeks, compared with average straight time take-home pay of \$134.34 per week.

A good job has good working conditions.

- GM environmental conditions are monitored by professional industrial hygienists.
- Modern medical facilities, in-plant food services and employee parking.
- Paid relief time off the line of 46 minutes out of eight hours of work time with vended refreshments conveniently available.

A good job is a safe job.

- GM jobs are the safest in industry—almost 11 times safer than the average for all industries, according to the National Safety Council.
- GM employees are more than 25 times safer at work than they are outside the plant.

A good job provides opportunities for advancement for everyone.

- Over 15,000 GM employees are in training for skilled trades.
- Tuition refunds up to \$350 per year are offered for any work-related high school or college education. Last year more than 6,000 hourly employees participated in this plan.
- Nearly all manufacturing supervisory jobs are filled from the ranks. GM encourages all employees to work toward more responsible positions.
- Some 42,000 hourly employees are promoted annually to higher paid jobs.

A good job provides retirement security.

- GM's offer increases pension benefits for future retirements by 30%. For normal retirement with 30 years' service, the employee at the average wage rate would receive, including Social Security for himself and his wife, \$527.80 per month.
- Disability retirement benefits vary by age and years of service. Under the offer, disabled employees with 30 years' service would receive \$500 per month, including Social Security.
- Early retirement benefits are already twice as high as in most other industries. The GM proposal would increase early retirement benefits to as much as \$500 a month for employees retiring as early as age 58 with 30 years' service.

A good job provides vacation and holiday pay.

- GM employees receive one to three weeks' vacation pay based on length of service.
- GM employees also have five days of paid absence allowance.
- GM employees now enjoy an average of 11 paid holidays per year. GM's offer contains an additional holiday in 1970 that, with adjustments, will provide a vacation extending from the day before Christmas through New Year's.

On September 14, after rejecting GM's offer, the United Automobile Workers called a strike which has idled over 400,000 GM employees.

GM made a good offer. One that makes sense for everyone. We think this offer should form the framework for an early settlement of this strike. There is no justification for continuing a strike which benefits no one.

General Motors Corporation

