

# Major Contract Provisions Granted by General Motors

DETROIT, June 13. — (INS) — The General Motors contract negotiated today is similar to the United Auto Workers' pact with the Ford Motor Company and strengthens the patterns for a modified guaranteed wage in the auto industry.

The three year contract, in addition to a guaranteed semiannual wage plan, contained wage, pension, insurance, holiday and vacation gains for workers. Its terms included:

1 — Continuation of the cost of living formula with the annual improvement factor increased from 5 to 6 cents per hour or  $2\frac{1}{2}$  per cent, whichever is higher.

2 — Establishment of a fund of as much as 2 cents per hour on a total hourly payroll of employes to eliminate local wage rate inequities.

3 — An increase of 8 cents an hour in wages for all skilled trades employes, in addition to basic increases.

4 — A 28 per cent increase in the pension plan, upping the maximum to \$250 a month.

5 — An increase of \$500 for each employe in group life insurance coverage.

6 — An improved medical expense insurance program.

7 — An increase in over-night differential from  $7\frac{1}{2}$  to 10 per cent.

8 — Time and a half pay for hours worked on Saturday as such.

9 — Triple time for holiday work.

10 — Additional holiday pay — half day each for Christmas Eve and New Year's Eve.

11 — An increase from two to two and a half weeks of vacation for employes with ten to fifteen years service.

12 — Establishment of a union shop, instead of the heretofore modified union shop.

13 — A supplemental unemployment plan guaranteeing from 60 to 65 per cent of the employes' take home pay for as long as twenty-six weeks. Effective June 1, 1955, General Motors will contribute 5 cents per hour worked to a \$150,000,000 trust fund from which weekly benefits supplementing State unemployment benefits will be paid.

Payment of benefits will begin June 1, 1956, provided required governmental approval is obtained.

The amount and duration of the supplemental benefits will depend on the total amount in the fund, the employe's seniority and pay rate, his dependents, the amount of the State benefits, and the number of weeks he works after the plan is in effect.