



UAW-Dana Local Agreement Elizabethtown, Kentucky Economic Highlights

Ratification bonus and wage increases

- **Post-Emergence Bonus: \$6,000** of new Dana stock distributed to each employee after emergence from bankruptcy.
- **2007: \$2,500** lump sum effective upon ratification and approval by Bankruptcy Court
- **2008: 2.5%** General Wage Increase (GWI), effective July 7, 2008 for all classifications
- **2010: 2.5%** General Wage Increase (GWI), effective January 4, 2010 for all classifications

Start-up pay: Upon ratification, the company will pay the first two (2) hours of start-up pay at time-and-a-half and the **second two (2) hours at double-time.**

Gainsharing: Gainsharing program maintained

Tuition reimbursement: Tuition reimbursement maintained

Union flags and emblems: Dana has agreed that the UAW flag will be flown at our facility, and UAW-Dana workers have the right to display the UAW logo on their work uniforms.

Arbitration

The economic terms of this proposed settlement are conditioned on mutual withdrawal, without precedent, of the pending arbitration settlement regarding wages at Elizabethtown. Dana will pay all arbitration fees.

**UAW-Dana Local Agreement – Elizabethtown, KY
Schedule of Benefits – Medical**

	<u>Current</u>	<u>Company Proposed</u>	<u>Proposed Agreement</u>
<u>Deductible</u>			
<i>Individual</i>	\$750	\$750	\$750
<i>Employee +1</i>	\$1,125	\$1,125	\$1,125
<i>Family</i>	\$1,500	\$1,500	\$1,500
<u>Co-Insurance</u>	80%	80%	80%
<u>Out-of-Pocket Max.</u>			
<i>Individual</i>	\$1,750	\$1,750	\$1,750
<i>Employee +1</i>	\$2,625	\$2,625	\$2,625
<i>Family</i>	\$3,500	\$3,500	\$3,500
<u>Health Reimbursement</u>			
<i>Individual</i>	\$1,000	\$1,000	\$1,000
<i>Employee +1</i>	\$1,500	\$1,500	\$1,500
<i>Family</i>	\$2,000	\$2,000	\$2,000
<u>Lifetime Max.</u>	Unlimited	Unlimited	Unlimited
<u>Wellness Care</u>			
<i>Child</i>	90% up to \$125 per child annually	90% up to \$125 per child annually	90% up to \$125 per child annually
<i>Adult</i>	90% up to \$225 per adult annually	90% up to \$225 per adult annually	90% up to \$225 per adult annually
<u>Monthly Contributions</u>			
<i>Individual</i>	\$52	\$52	Contribution varies by plant, max. \$52
<i>Employee +1</i>	\$104	\$104	Contribution varies by plant, max. \$104
<i>Family</i>	\$156	\$156	Contribution varies by plant, max. \$156
<u>Future Premium Contributions</u>	Company increases contribution amounts each year equal to salaried personnel increases	Company increases contribution amounts each year equal to salaried personnel increases	Premium contribution frozen until end of Plan Year 2009. 2010 contribution amount will not exceed 6% of current contribution amount.
<u>Drug Coverage</u>			
<i>Retail</i>	20% - \$10 min. and \$50 max.	20% - \$10 min. and \$50 max.	20% - \$10 min. and \$50 max.
<i>Mail Order</i>	20% - \$10 min. and \$50 max.	20% - \$10 min. and \$50 max.	20% - \$10 min. and \$50 max.

**UAW-Dana Local Agreement – Elizabethtown, KY
Schedule of Benefits – Dental**

	<u>Current</u>		<u>Company Proposed</u>		<u>Proposed Agreement</u>	
	<u>Option 1</u>	<u>Option 2</u>	<u>Option 1</u>	<u>Option 2</u>	<u>Option 1</u>	<u>Option 2</u>
<u>Deductible</u>						
<i>Individual</i>	\$50	None	\$50	None	\$50	None
<i>Family</i>	\$100	None	\$100	None	\$100	None
<i>Orthodontia /Lifetime</i>	\$50	None	\$50	None	\$50	None
<u>Annual Max./Per Individual</u>	\$1,000	\$750	\$1,000	\$750	\$1,000	\$750
<u>Lifetime Orthodontia/Per Individual</u>	\$1,000	None	\$1,000	None	\$1,000	None
<u>Coinsurance</u>						
<i>Preventative</i>	100%	90%	100%	90%	100%	90%
<i>X-Rays</i>	90%	80%	90%	80%	90%	80%
<i>Fillings/Root Canals/ Crowns</i>	90%	80%	90%	80%	90%	80%
<i>Extractions/ Oral Surgery</i>	90%	80%	90%	80%	90%	80%
<i>Denture/Bridgework</i>	90%	50%	90%	50%	90%	50%
<i>Orthodontia</i>	50%	None	50%	None	50%	None
<u>Monthly Contributions</u>						
<i>Employee</i>	\$7	\$6	\$7	\$6	\$7	\$6
<i>Employee +1</i>	\$11	\$10	\$11	\$10	\$11	\$10
<i>Family</i>	\$17	\$15	\$17	\$15	\$17	\$15
<u>Future Premium Contributions</u>	Company increases contribution amounts each year equal to salaried personnel increases		Company increases contribution amounts each year equal to salaried personnel increases		Premium contribution frozen until end of Plan Year 2009. 2010 contribution amount will not exceed 6% of current contribution amount.	

**UAW-Dana Local Agreement – Elizabethtown, KY
Schedule of Benefits – Short Term Disability**

	<u>Current</u>	<u>Company Proposed</u>	<u>Proposed Agreement</u>
<u>Benefit Exclusion Period</u>	1st day-accident/hospital 8th day - illness	14 Days	1st day - accident/hospital 8th day - illness
<u>Benefit</u>	Basic: pays 100% of base monthly salary: Supplement pays 70% of base monthly salary	50% base annual pay	60% average weekly earnings, including incentive pay
<u>Benefit & Duration</u>	Basic: pays certain # of wks. based on yrs. of service, (reduced by sick days). Supplement: provides additional wks. of reduced benefits: Total Basic & Supplemental benefit weeks- 22/yr.	22 weeks	26 weeks
<u>Lifetime Benefit Duration</u>	No Lifetime Max.	66 weeks	No Lifetime Max.
<u>Benefit Off-Set</u>	Benefits reduced by Primary & Family SSDI; Workers Comp; Pension (excluding required minimum contributions due to age)	Benefits reduced by Primary & Family SSDI; Workers Comp; Pension (excluding minimum distribution requirements)	Total benefit cannot exceed 70% of average weekly earnings due to other sources of income, such as: Primary SSDI; Workers Comp, Pension (excluding minimum distribution requirements)
<u>Qualification for STD</u>	Unable to work due to an illness, injury, disease or pregnancy. No benefits payable if injured while partaking in an unreasonably dangerous activity as determined by the Plan.	Unable to work due to an illness, injury, disease or pregnancy. No benefits payable if injured while partaking in an unreasonably dangerous activity as determined by the Plan.	Cannot perform regular job or any other that could be bid on at the plant

**UAW-Dana Local Agreement – Elizabethtown, KY
Schedule of Benefits – Long Term Disability**

	<u>Current</u>	<u>Company Proposed</u>	<u>Proposed Agreement</u>
<u>Benefit</u>	50% of base monthly salary w/ option to self-pay up to 60% of base monthly salary	Eliminate LTD Completely Effective July 1, 2007	50% of weekly earnings
<u>Duration</u>	Under age 60 when determined LTD: end of mo. in which you attain age 65, or the effective date you: take early retirement, return to work, or you recover.	Eliminate	2 years
<u>Duration for LTD that Begins at Age 66 or older</u>	If disabled at age 66, benefits will be paid for 4 1/2 yrs. Benefit yrs. Reduced for each year in age until age 77+, then benefit duration is 1 yr.	Eliminate	If disabled at age 66, benefits will be paid for 21 months. Benefit months reduced for each year in age until age 69+, then benefit duration is 12 months
<u>Benefit Off-Set</u>	Total benefit cannot exceed 70% of base monthly salary when combined with other forms of income, such as: primary and family SSDI and other company-paid benefits.	Eliminate	Benefit reduced by any payments you receive from statutory plans, such as Primary and Family SSDI, Workers Comp., etc.
<u>Qualification for LTD</u>	A disability that wholly prevents you from engaging in any and every gainful occupation for which you are reasonably qualified by education, training or experience, and you cannot earn a living through any other means.	Eliminate	Unable to perform the material and substantial duties of your regular occupation and you have a 20% or more loss in your monthly earnings; and under the regular care of a doctor.

Schedule of Benefits – Life/AD&D

	<u>Current</u>	<u>Company Proposed</u>	<u>New CBA</u>
<u>Life Benefit</u>	1.5 times base monthly salary	1 times annual pay	1.5 times annual pay
<u>AD&D Benefit</u>	75% base annual salary	1 times annual base salary	75% of base annual salary
<u>Other</u>	All other provisions regarding Life Insurance and AD&D will be consistent with the provisions of the plans in existence as of January 1, 2007		