

International Automakers— Driving Wages and Benefits Across the United States

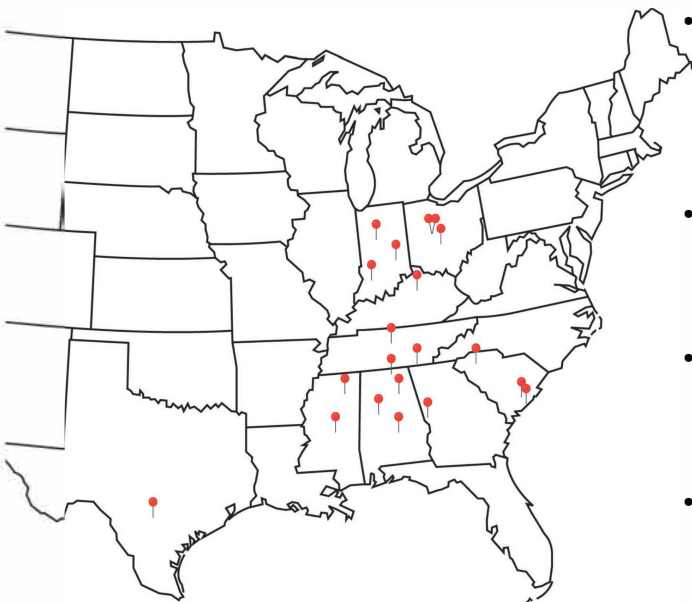


About the Survey

Autos Drive America commissioned a first-of-its-kind survey of international automakers' workplace operations in the United States. Produced by Ernst & Young LLC, the study surveyed 20 production facilities in nine^[1] states to gather data on employee wages and compensation, benefits, working conditions, and diversity. The results were both illuminating—and inspiring.

The *Production Line Worker Compensation Survey*^[2] confirms what Autos Drive America has always known—international automakers offer rewarding careers to their 90,000^[3] U.S. manufacturing workers. They provide a direct path to the middle class for Americans early in their careers. Moreover, the compensation provided by international automakers is in-line-with or leading overall industry wages, benefits, and working conditions. The bottom line is that international automakers are making more than just cars in the U.S. – they have been driving career opportunities, investing in American workers, and strengthening communities across the country for 60 years.

Production Facilities Surveyed



The survey found that throughout the United States, international automakers:

- Pay competitive wages that are comparable to, and even exceed, industry counterparts, including Detroit-based automakers and other American electric vehicle manufacturers.
- Provide career opportunities, comprehensive benefits, job stability, and tenure that are critical to building the middle class in their communities.
- Hire workforces that are more racially diverse than the states where facilities are located, particularly in African American and multiracial demographics.
- Maintain consistently good working conditions and cover nearly 90% of the cost of a full suite of benefits, such as health, dental, vision, life, and disability insurance.
- Offer onsite benefits and amenities like medical care, gyms, worker education, and training facilities.

[1] Alabama, Georgia, Indiana, Kentucky, Mississippi, Ohio, South Carolina, Tennessee, and Texas.

[2] Source: Autos Drive America *Production Line Worker Compensation Survey*, prepared by Ernst & Young LLC, based on 2021 wage data.

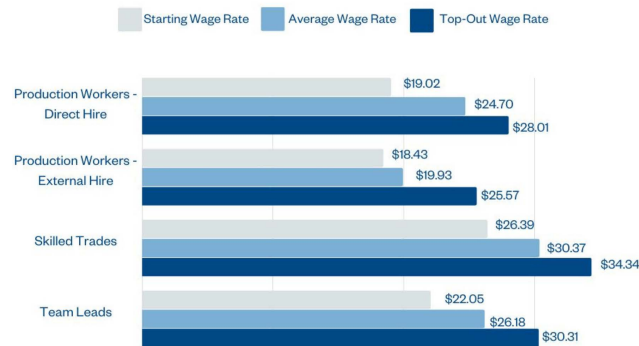
[3] Source: Autos Drive America, "2022 Economic Impact Report," page 14. https://www.autosdriveamerica.org/economic-impact/2022/ADA_2022_8.5X11_national.pdf.

Key Takeaways

International automakers drive competitive pay and professional advancement opportunities for American auto workers

Wages at international automakers' facilities align with auto and manufacturing industry averages—and are often higher. Wages far exceed national and state minimums, allowing international automakers' 90,000 manufacturing employees to support themselves and their families and earn middle-class wages early and throughout their careers.

International Automakers: Hourly Wage Rates, Average



- International automakers offer higher wages for starting positions than industry counterparts—\$19.02 compared to between \$18.50^[4] and \$17.51.^[5] Average production worker wages (\$24.70) are higher than the industry average, too (\$24.53).
- Their employees achieve top-out wage rates in an average of six years, allowing them to spend much of their career earning higher wages (\$28.01 on average). Industry counterparts also offer relatively fast employee advancement, with an average of 8-9 years^[6] to reach top-out wage rates.
- 86% of international automaker employees are direct hires, with many temporary workers offered full-time employment in less than a year. The wages they earn provide for quality standards of living in the communities where these facilities operate.
- Facilities also offered a variety of bonus types, including attendance, profit sharing, and performance.

Average Bonuses by Type and Worker Category



Source: Production Line Worker Compensation Survey

[4] Source: Tesla Production Associate job postings. <https://www.tesla.com/careers/search/job/production-associate-gigafactory-nevada-118466>.

[5] Source: 2019 United Auto Workers (UAW) contracts with Ford Motor Company (Ford), General Motors Company (GM), and Stellantis N.V., starting wage rate accounting for the 3% wage increase effective September 14, 2020. See <https://uaw.org/uaw-auto-bargaining/> (specific page references for each contract, Ford, p. 342; GM, p. 244; Stellantis, MOU M-13.) This figure does not include the cost of membership dues, which equates to 2 or 2.5 hours of straight time pay monthly. See <https://uaw.org/dues-faq/>.

[6] Ibid.

International automakers prioritize the well-being of their employees

Over the last 60 years, international automakers have invested over \$100 billion in their U.S. operations. Today, they operate over 500 facilities nationwide, including manufacturing, R&D, education centers, finance centers, and sales offices. This study confirmed that they not only invest in their U.S. production, but also in their workers' well-being, providing comprehensive benefits that encourage health and wellness, financial security, time off, and educational and professional development.

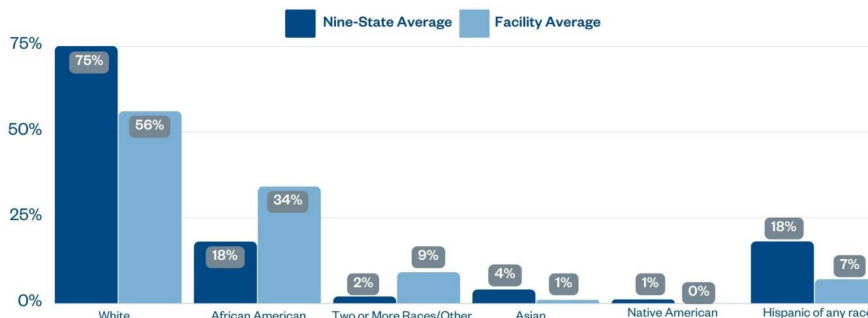
- All facilities surveyed provide health, dental, vision, life, and disability insurance, and cover an average of 90% of health care premiums.
- 95% of facilities provide 401k account matching.
- International automakers offer an average of 25 days of paid time off on top of paid holidays and other leave benefits, including fully paid parental leave.
- All facilities provide workers with a vehicle lease, purchase, or discount program.
- 95% of facilities provide annual educational assistance to employees ranging from \$4,000 to \$7,500.

The international automaker workforce is diverse

International automakers' production facilities hire a more racially diverse workforce than the states in which they are located. And because they provide good pay and benefits across the country, these facilities offer a secure career path to the middle class, particularly within minority communities. The economic benefits international automakers provide positively impact their manufacturing workers, their communities, and the 2.3 million direct and indirect employment opportunities generated by their U.S. operations.

- 34% of workers identify as African American, compared to 18% for the general population of the nine^[7] states.
- Facility workers were also more likely to identify as two or more races (9%) than in the broader nine-state group (2%).

Racial Composition at Facilities and States of Location



Source: Production Line Worker Compensation Survey

[7] Alabama, Georgia, Indiana, Kentucky, Mississippi, Ohio, South Carolina, Tennessee, and Texas.

International automakers are dedicated to workplace protections and the needs of employees, including income stability, personal safety, and professional growth

Employees with international automakers enjoy long employment tenure, job security, and on-site amenities. Moreover, these facilities maintain high industry safety conditions.

- Team leads have an average tenure of 118 months (nearly 10 years) followed by skilled trade workers, with approximately 104 months (nearly 9 years), and production workers at 88 months (over 7 years).^[8]
- Zero workforce reductions were reported at surveyed facilities during the COVID-19 pandemic compared to the 360,000 reported automotive manufacturing job losses reported in 2020.^[9]
- Injury rates for workers at surveyed facilities were low, similar to industry counterparts.
- Facilities provide a range of on-site amenities for production line workers. All facilities provide an on-site cafeteria and 95% of facilities offer on-site medical care and an on-site training facility. 80% of facilities have an on-site gym.

Employee Tenure by Worker Type
(In Months)

Source: Production Line Worker Compensation Survey



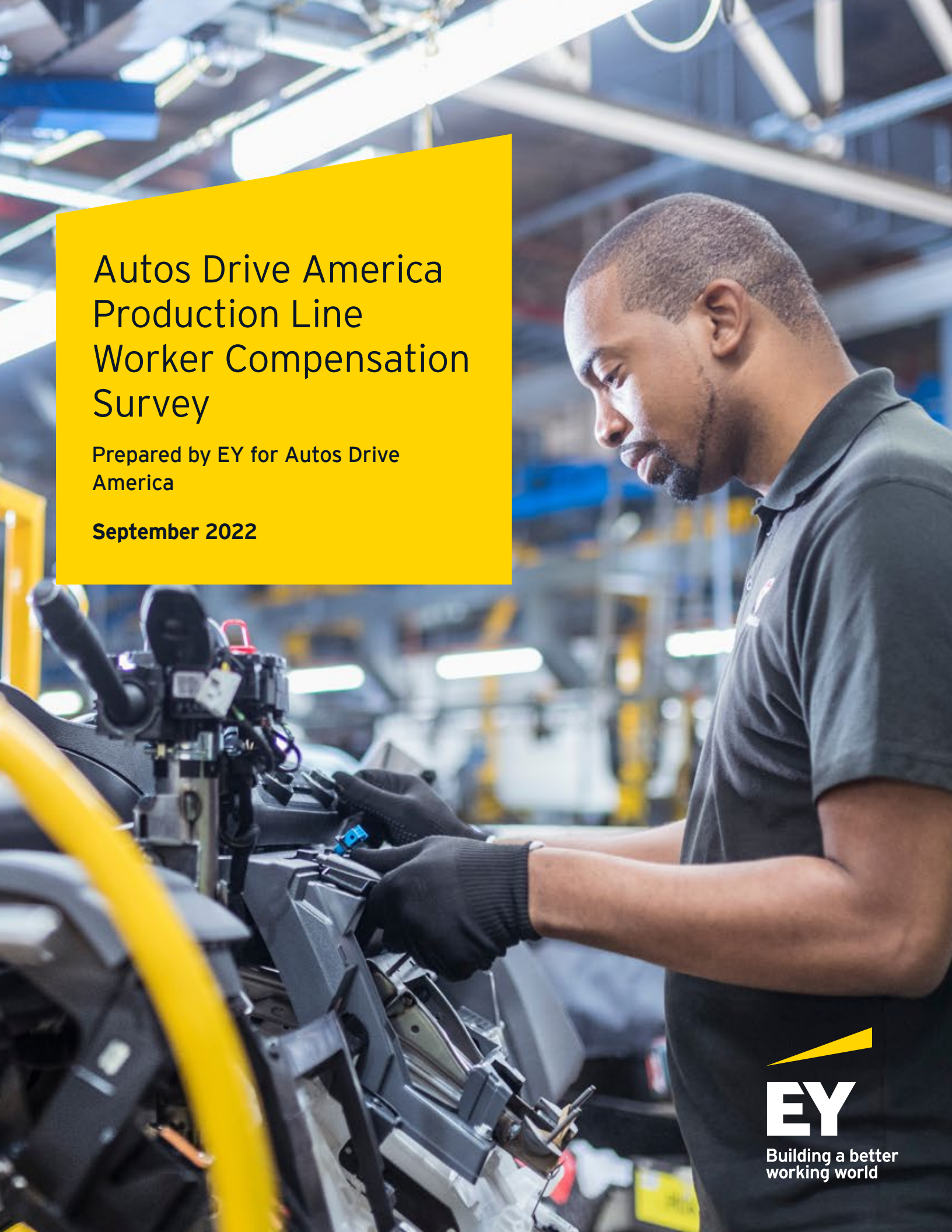
Conclusion

This report affirms that international automakers are not only a vital contributor to the U.S. economy, but they are also a vital contributor to individual households by providing middle-class manufacturing careers across the country.

International automakers support 90,000 manufacturing careers, while generating or supporting an additional 2.3 million U.S. jobs and counting. They are integral to the economic success of their communities by providing career opportunities. Over the past 60 years, international automakers have invested more than \$100 billion into the U.S., and they continue to invest in their workers and communities, knowing that when manufacturing operations succeed, the communities around them succeed. This report confirms that international automakers are driving wages and benefits forward for American workers and providing thousands of quality career opportunities across the country.

[8] For context, the average age of the surveyed facilities is approximately 20 years.

[9] Ryan Ansell and John P. Mullins, "COVID-19 ends longest employment recovery and expansion in CES history, causing unprecedented job losses in 2020," Monthly Labor Review, U.S. Bureau of Labor Statistics, June 2021, <https://doi.org/10.21916/mlr.2021.13>.

A photograph of a male worker in a dark grey polo shirt and black gloves, focused on assembling a car component on a production line. The background shows a blurred industrial setting with overhead lights and machinery.

Autos Drive America Production Line Worker Compensation Survey

Prepared by EY for Autos Drive
America

September 2022



Limitations and restrictions

The services performed by Ernst & Young LLP (EY US) in preparing this report for Autos Drive America were advisory in nature. Our scope of work was determined by Autos Drive America and agreed to by EY US pursuant to the terms of our engagement agreement. Certain analyses and findings in this report are based on estimates and/or assumptions about future events that were provided by Autos Drive America. There will usually be differences between estimated and actual results because future events and circumstances frequently do not occur as expected, and those differences may be material. We make no representation of, nor do we take any responsibility over, the achievement of estimated or projected results. The findings and analyses contained in the report are based on data and information made available to EY US through the date hereof. Should additional relevant data or information become available subsequent to the date of the report, such data or information may have a material impact on the findings in the report. EY US has no future obligation to update the report.

Neither the report nor any of our work constitutes a legal opinion or advice. No representation is made relating to matters of a legal nature, including, without limitation, matters of title or ownership, legal description, encumbrances, liens, priority, easements and/or land use restrictions, the validity or enforceability of legal documents, present or future national or local legislation, regulation, ordinance or the like, or legal or equitable defenses.

The report is intended solely for use by Autos Drive America. While we believe the work performed is responsive to Autos Drive America's request pursuant to the scope of work in the SOW, we make no representation as to the sufficiency of the report and our work for any other purposes. Any third parties reading the report should be aware that the report is subject to limitations, and the scope of the report was not designed for use or reliance by third parties for investment purposes, or any other purpose. We assume no duty, obligation or responsibility whatsoever to any third parties that may obtain access to the report.



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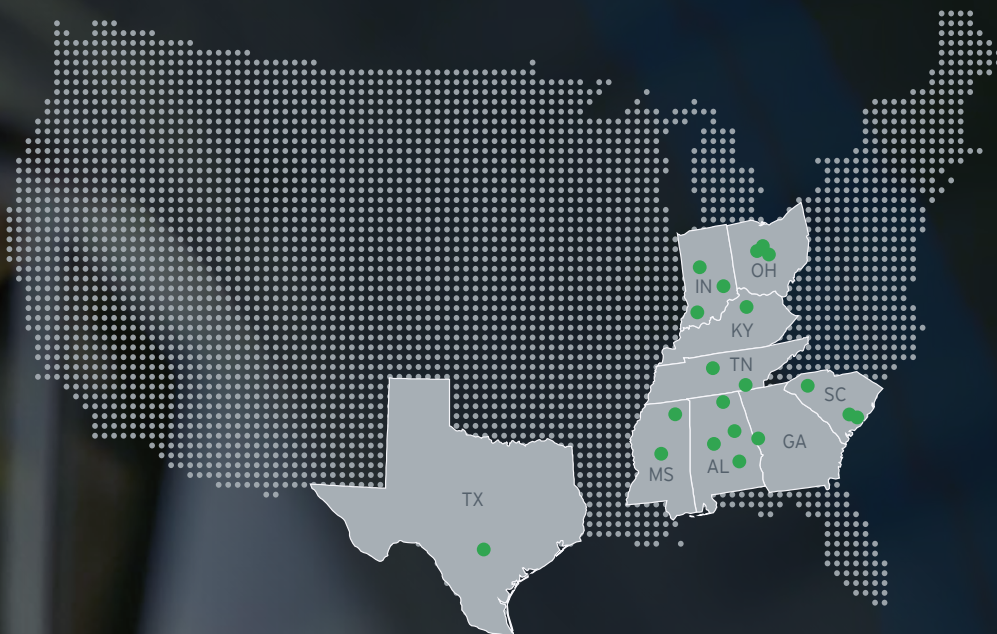
Executive summary

Wages earned by American workers in the surveyed internationally-owned automotive manufacturing facilities far exceed local and federal minimums as well as living wage levels for common household compositions in the communities where facilities are located. The surveyed facilities also employ a workforce that is more racially diverse than the general population of the nine states where the facilities are located. Jobs at the facilities are stable with multi-year tenures reported for all major categories of employees studied. Accordingly, there were no reported force reductions during the recent pandemic related economic downturn. In addition to competitive wages and comprehensive benefits, performance and profit-sharing bonuses are regularly awarded by the surveyed facilities. All facilities were found to offer employee car purchase or lease programs. Finally, injury reports in the surveyed facilities were in line with industry averages.¹

Key findings include:

- ▶ The starting and average wage rates for each labor category exceed the per-worker living wage threshold for “one working adult, with no children” households in the counties in which the facilities are located.
- ▶ The reported average hourly wages paid to workers at different levels are as follows:²
 - ▶ Production line direct hire: \$24.70 per hour
 - ▶ Production line external hire: \$19.93 per hour
 - ▶ Skilled trade worker: \$30.37 per hour
 - ▶ Team lead: \$26.18 per hour
- ▶ The labor force of participating facilities is mainly composed of full-time direct hires (86 percent). Externally hired temporary workers take about 11 months to transition from temporary to full-time status.
- ▶ All participating facilities offer Health, Dental, Vision, Life, and Disability/Dismemberment insurance. The average worker cost share is between 10-19 percent for Health, Dental, Vision and Disability/Dismemberment; the median worker contribution for Life Insurance was 0 percent.
- ▶ No workforce reductions were reported at any surveyed facilities during the COVID-19 related economic downturn in 2020.
- ▶ The labor force composition of respondent facilities is less White and more African American than the nine states in which the facilities are located.

Plant locations



¹ Autos Drive America (ADA) is an organization that represents the U.S. operations of international motor vehicle manufacturers. <https://www.autosdriveamerica.org>

² Annualized, assuming 2080 paid hours, these hourly wage figures are equivalent to \$51,376; \$41,454; \$63,170; and \$54,454

1 Hourly wage compensation

Wages and worker types

In the spring of 2022, Autos Drive America engaged Ernst & Young (EY) to survey its members' production facilities to better understand the hourly wages, benefits, and overall compensation for production line workers. The survey collected data about wages, compensation, and benefits for the calendar year 2021 from 20 facilities in nine states. The survey was in the field from May 5 through June 22, 2022, and all surveyed facilities participated. Additional information about the survey methodology is in the appendix.

The survey primarily collected data about four broadly recognized worker types in the facilities and are defined below:

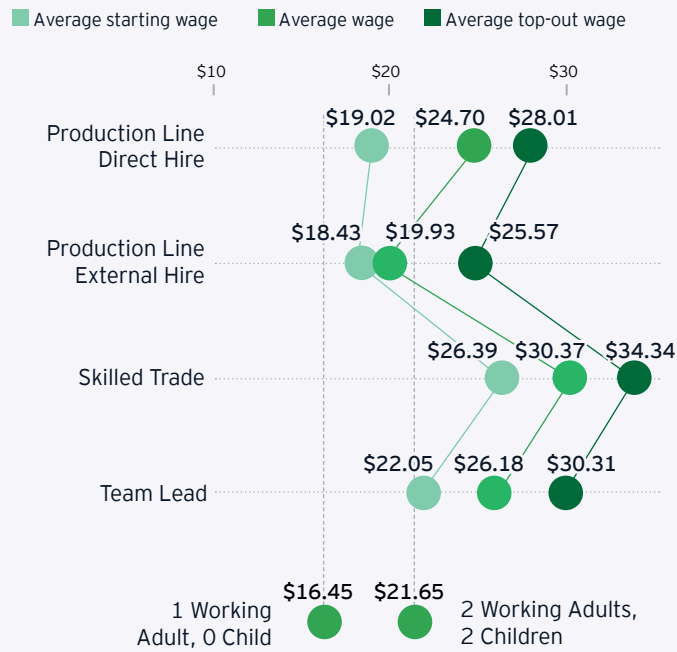
- ▶ Production Line Direct Hires are production line workers who are directly employed by the facility full-time. These do not include seasonal or surge hires that are employed only temporarily, seasonally, part-time, or have no possibility of, or pathway to, becoming full-time workers.
- ▶ Production Line External Hires are production line workers who work at a facility but are employed by an employment agency (e.g., temp-to-hire basis, long-term, contract, etc.).
- ▶ Skilled Trade Workers are those who have specialized training and apprenticeships and may work in specialized "tool & die", mechanical, and maintenance roles. They are full-time workers who do not have team leadership duties and are not simply production line workers.
- ▶ Team Leads are those who supervise and lead production workers in the production areas of the facilities. These only include team leaders who are primarily involved with automobile assembly.

As shown in Figure 1 (next page), production line workers earn an average hourly wage of \$24.70. Skilled trade workers earn an average of \$30.37 an hour and team leads, or workers with supervisory duties, earn an average hourly wage of \$26.18. These average wages all exceed the per-worker living wage to support one working adult with no children in the communities where the facilities are located.³ Furthermore, the average wages for internal hires (production line, skilled trades and team lead) each exceed the living wage to support two working adults with two children. The living wage figures in this report were developed by taking the living wage value in the 20 counties where the facilities are located and averaging the 20 data points together to create an average for the comparison.

³ Glasmeier, Amy K. "Living Wage Calculator." August 5, 2022. Massachusetts Institute of Technology. livingwage.mit.edu.



Figure 1. Average hourly wage by worker type and living wage comparison



Source: Survey results, MIT Living Wage Calculator, and EY analysis

The hourly wages for production line workers employed at surveyed facilities achieve parity with those earned by workers employed in the Motor Vehicle Manufacturing sector of the nine-state reference group (see Table 1). Facility based production line workers are paid an average of \$24.70 per hour compared to the nine-state sector average of \$24.53 reported by the Bureau of Labor Statistics (BLS). The average wages earned by facility workers also exceeded those paid in the entire manufacturing sector of the nine-state reference group. Comparable workers in the manufacturing sector earned \$19.25 per hour compared to \$24.70 for production line workers in the surveyed facilities.⁴

Table 1. Wages for Autos Drive America, automotive, and manufacturing sector workers

Worker Type	Autos Drive America facility average wage	Nine-state motor vehicle manufacturing average Wage	Nine-state manufacturing average wage
Production Line Direct Hire	\$24.70	\$24.53	\$19.25
Skilled Trade	\$30.37	\$28.20	\$27.40
Team Lead	\$26.18	\$34.86*	\$32.26*

*Occupational Employment and Wage Statistics: Supervisors directly supervise and coordinate the activities of production and operating workers, such as inspectors, precision workers, machine setters and operators, assemblers, fabricators, and plant and system operators. Excludes team or work leaders, which makes the comparison somewhat indirect, as noted in the text below.

As with production line workers, skilled trade workers in the surveyed facilities earn more at the facilities than comparable workers employed elsewhere in the manufacturing sector of the nine-states. Skilled trade workers earned about \$2 more per-hour than all skilled trade workers at the surveyed facilities working in the Motor Vehicle Manufacturing sector of the nine states – \$30.37 vs. \$28.20 per hour.

However, wages for team leads lagged somewhat behind the average wage for supervisors of Motor Vehicle Manufacturing supervisors in the nine states. Team leads employed at the facilities in the survey earned an average of \$26.18 an hour compared to \$34.86 for automotive production supervisors employed in the nine states where facilities are located. Similarly, the hourly wage earned by facility-based team leads was slightly less than manufacturing supervisors employed elsewhere in the sector who earn an average of \$32.26 an hour.⁵ The wage gap between facility team leads and supervisors in the BLS data is possibly attributable to the difference in how team leads were defined in the survey versus how the BLS classifies production line workers with supervisory duties as noted in Table 1 above. The BLS definition of supervisor excludes production line or front-line team or work leaders. Thus the BLS definition likely includes more senior workers with more extensive supervisory duties which would include workers earning higher commensurate wages.⁶

⁴ Bureau of Labor Statistics. "U.S. Department of Labor, Occupational Employment and Wage Statistics, May 2021 OEWS Estimates." July 29, 2022. www.bls.gov/oes/

⁵ Ibid.

⁶ United States Bureau of Labor Statistics. "Occupational Employment and Wage Statistics." August 29, 2022. <https://www.bls.gov/Oes/current/oes511011.htm#:~:text=51%2D1011%20First%2DLine%20Supervisors,Excludes%20team%20or%20work%20leaders>

Production line workers earn an average starting wage of \$19.02 per hour which exceeds the amount needed to provide a living wage, currently estimated by the Massachusetts Institute of Technology (MIT) living wage calculator to be \$16.45 an hour, for a household with no children in the communities where production facilities are located. Entry-level team leads begin at \$22.05 per hour, and skilled trade workers have the highest starting wage at \$26.39 per hour. Production line workers can expect to top-out at an average of \$28.01 per hour. Skilled trade workers have the highest average hourly top-out wage of \$34.34 followed by team leads who have an average top-out wage of \$30.31. The top-out wages for all worker types exceed the living wage thresholds of one working adult with no children (\$16.45) and of two working adults with two children (\$21.65).⁷

All types of workers in the survey have the opportunity to top-out relatively early in their career so most workers can spend a large portion of their career at senior level wages. In addition to having the highest average and top-out wages, skilled trade workers have the shortest time to top-out at just under four years on average (not shown). Team leads top-out in an average of five years and production line workers take the longest to top-out at six years.

Externally hired workers

The majority (86 percent) of workers in the surveyed facilities were full time direct hires of the auto manufacturer. For the minority of workers who initially started their careers as external hires, it took an average of 11 months to transition to full time status. The time to transition can range from as little as three months to 22 months for the facilities that were surveyed.

Externally hired workers earn an average hourly wage of \$19.93, close to the \$18.43 an hour starting wage. This similarity is due to their often-temporary status and thus most of these workers are relatively early career wage earners who can expect to transition in about a year and continue progressing as full time production line hires. Externally hired production workers top-out at an average of \$25.57 per hour.



⁷ Ibid.

Overtime and shift differentials

In addition to overtime, the facilities participating in the survey offered shift differentials. Shift differentials are a set hourly wage premium for workers on certain shifts. As seen in the chart below, the first shift of the weekend offered the highest average shift differential at \$1.89 extra per hour. While there are slight variations in the average shift differential among shifts, the differences are not substantial with the average shift differentials ranging from \$1.16 to \$1.89.

Figure 2. Shift differentials



Source: Survey results and EY analysis

All facilities in the survey reported offering the standard overtime rate of “time and a half” or 1.5 times the worker hourly rate. Most facilities also offered a special overtime rate of double pay or two times the base hourly rate for overtime work that might fall on holidays or other special days (not shown).

2 Bonuses and awards

Workers in the surveyed facilities have the opportunity to earn several different kinds of bonus pay over the course of the year. The most common bonus was the attendance bonus, offered at 75 percent of the facilities. Skilled trade workers had the highest annual average attendance bonus of \$1,999, followed by the average for team leads (\$1,948) and production line workers (\$1,768).

Some facilities also offered annual profit-sharing bonuses, which were the same for all three categories of workers. The profit-sharing bonus averaged \$4,136.

Twenty-six percent of facilities in the survey offered an annual discretionary performance bonus. In 2021, team leads had the highest average performance bonus (\$2,639) followed by the average award for skilled trade workers (\$2,623) and production line workers (\$2,072) (not shown).

Figure 3. Attendance bonus by worker type



Source: Survey results and EY analysis



3

Paid time off

Production facilities in the survey awarded an average of 25 days of paid time off (PTO) to hourly workers. Most facilities (80 percent) offer consolidated PTO to their workers and no longer differentiate between sick leave, personal days, vacation, etc. For the five facilities that offered specific vacation days, the average award was 19 days. For the facilities offering separate bereavement leave, the average award was five days. The surveyed facilities offered the same types of PTO to all workers, though some facilities have annual accrual rates that increase with credited years of service.

Sixty percent of the facilities in the survey stated they provide paid maternity or paternity leave (not shown). The average amount of 100 percent paid leave offered for maternity leave was 31 days and 26 days for paternity leave. Facilities offered an average of nine paid federal holidays per year (not shown). The number of paid federal holidays ranged from six to seventeen days.

Figure 4. Paid time off

Responding facilities offered an average of

25
days of paid time off
to workers

80%
of responding facilities are
offering consolidated PTO
for all kinds of leave

Source: Survey results and EY analysis



4 Benefits

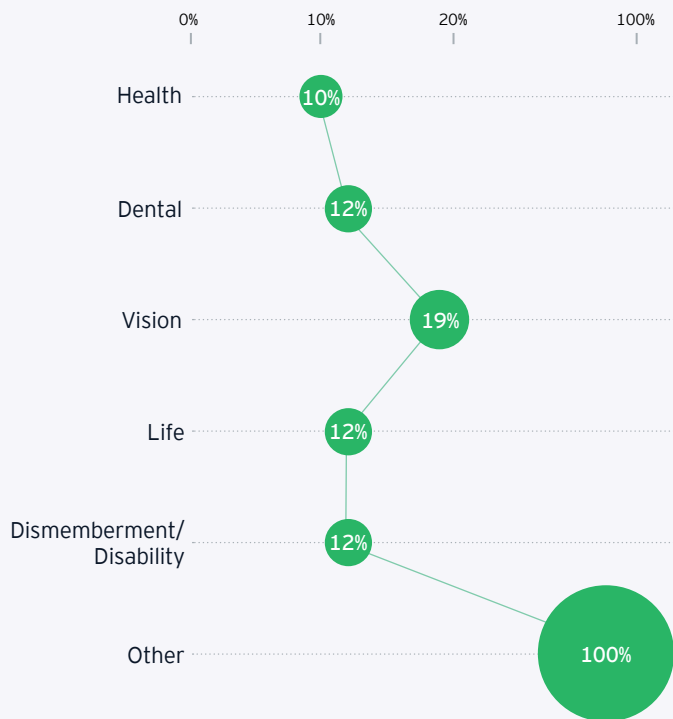
Insurance

In addition to above-average sector and regional wages, the surveyed facilities in the study provide a suite of benefits to their production line workers.

All facilities in the survey provide Health, Dental, Vision, Life, and Disability/Dismemberment insurance (see Figure 5). A quarter of the facilities offer other forms of insurance including indemnity, pet, and critical illness insurance.

For responding facilities, the employer paid most of the premium cost of the insurance plans they offered. In the chart to the right, we can see that workers paid an average of 10 percent of the health care insurance premium costs, with manufacturers covering the remaining 90 percent. Dental and Vision insurance premiums are covered at a rate of 88 percent and 81 percent respectively. Life and Disability/Dismemberment insurance premiums are both covered at a rate of 88 percent. Across all types of insurance, the average amount of premium cost-sharing ranges from 10 to 19 percent with some facilities covering all of the premium costs for Vision, Life, Disability/Dismemberment, and other insurance types. Other insurance types can include legal, pet, and supplemental critical illness coverage.

Figure 5. Insurance premium paid by worker



Source: Survey results and EY analysis

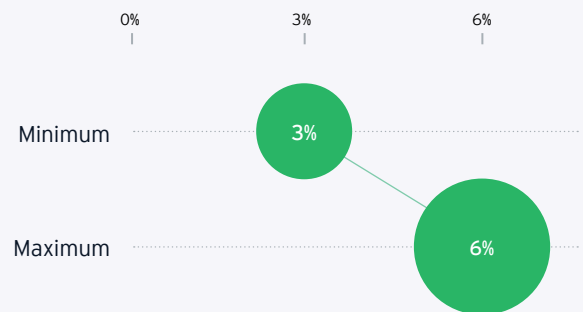




401k matching

Ninety-five percent of facilities in the survey provided data about 401k account matching (not shown). For the facilities that provided data, the minimum matching percentage of earned wages awarded to workers ranges from 1 to 6 percent with an average of 3.2 percent (see Figure 6). The maximum amount of earned wages the facility will match ranges from 4 to 6 percent with an average of 5.6 percent.

Figure 6. 401k matching percentages



Source: Survey results and EY analysis

5 Additional benefits

Automobile discounts

Responding facilities also report several in-kind benefits provided to employees. All facilities in the survey provide workers with an automobile lease, purchase, or discount program. The automotive benefit program most often takes the form of a discount off the price of a new car (80 percent of respondents) followed by a lease discount (45 percent).

These programs are available to workers early in their tenure with the facility, with nearly 90 percent of facilities indicating that there is no credited service requirement to enroll in the automotive benefit program.

Onsite amenities

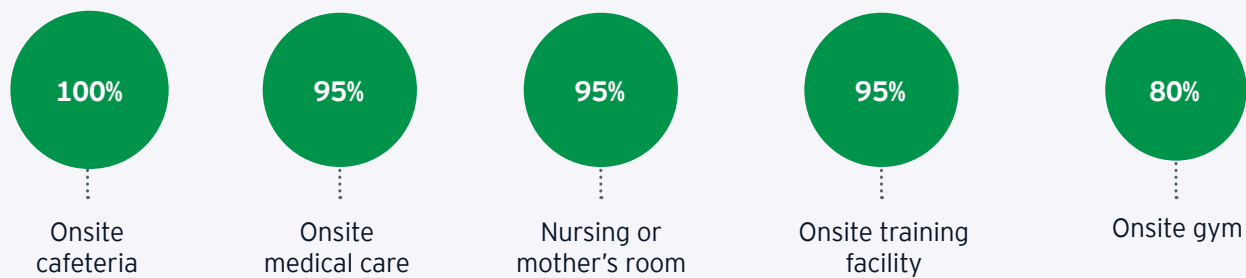
Facilities in the survey provide a range of onsite amenities to production line workers (see Figure 7). All facilities provide an onsite cafeteria and 95 percent of facilities offer onsite medical care, a nursing room, and an onsite training facility. Eighty percent of facilities have an onsite gym.

Educational assistance

Almost all (95 percent) of facilities surveyed indicated they provide educational assistance to hourly workers (not shown). The annual value of the educational assistance ranges from \$4,000 to \$7,500 per worker with an average annual allotment of \$6,000.

95%
of facilities offer onsite medical care, a nursing room, and an onsite training facility.

Figure 7. Onsite amenities



Source: Survey results and EY analysis

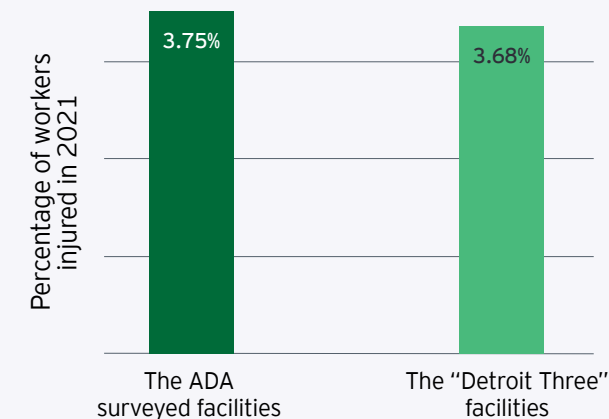


6 Worker information

Facility safety

About one in twenty-five workers (3.7 percent) at surveyed facilities recorded an injury with the Occupational Safety and Health Administration (OSHA) in the calendar year of 2021. This translates to approximately one-fifth of a reported injury for every 10,000 hours worked at the facility. Both the reported injury rate and injuries per 10,000 hours worked are comparable to the “Detroit Three”⁸ facilities with no statistically significant differences observed between the injury rates of the respective facilities.⁹

Figure 8. Comparison of facility injury rates



Source: EY analysis of OSHA data

⁸ Ford, General Motors, and Stellantis U.S. Auto Assembly Facilities

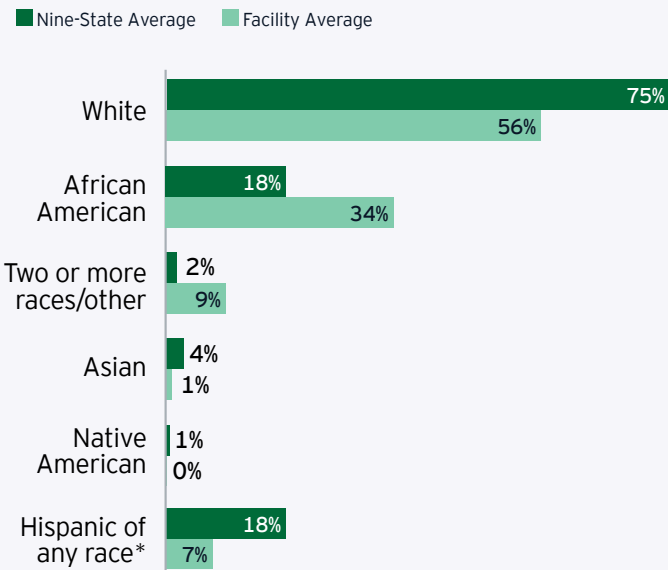
⁹ Occupational Safety and Health Administration, U.S. Department of Labor. “Establishment Specific Injury and Illness Data (Injury Tracking Application).” June 30, 2022. www.osha.gov/Establishment-Specific-Injury-and-Illness-Data

¹⁰ United States Census Bureau, “State Population by Characteristics: 2010-2019.” August 11, 2022. https://www.census.gov/data/tables/time-series/demo/popest/2010s-state-detail.html#par_textimage_785300169

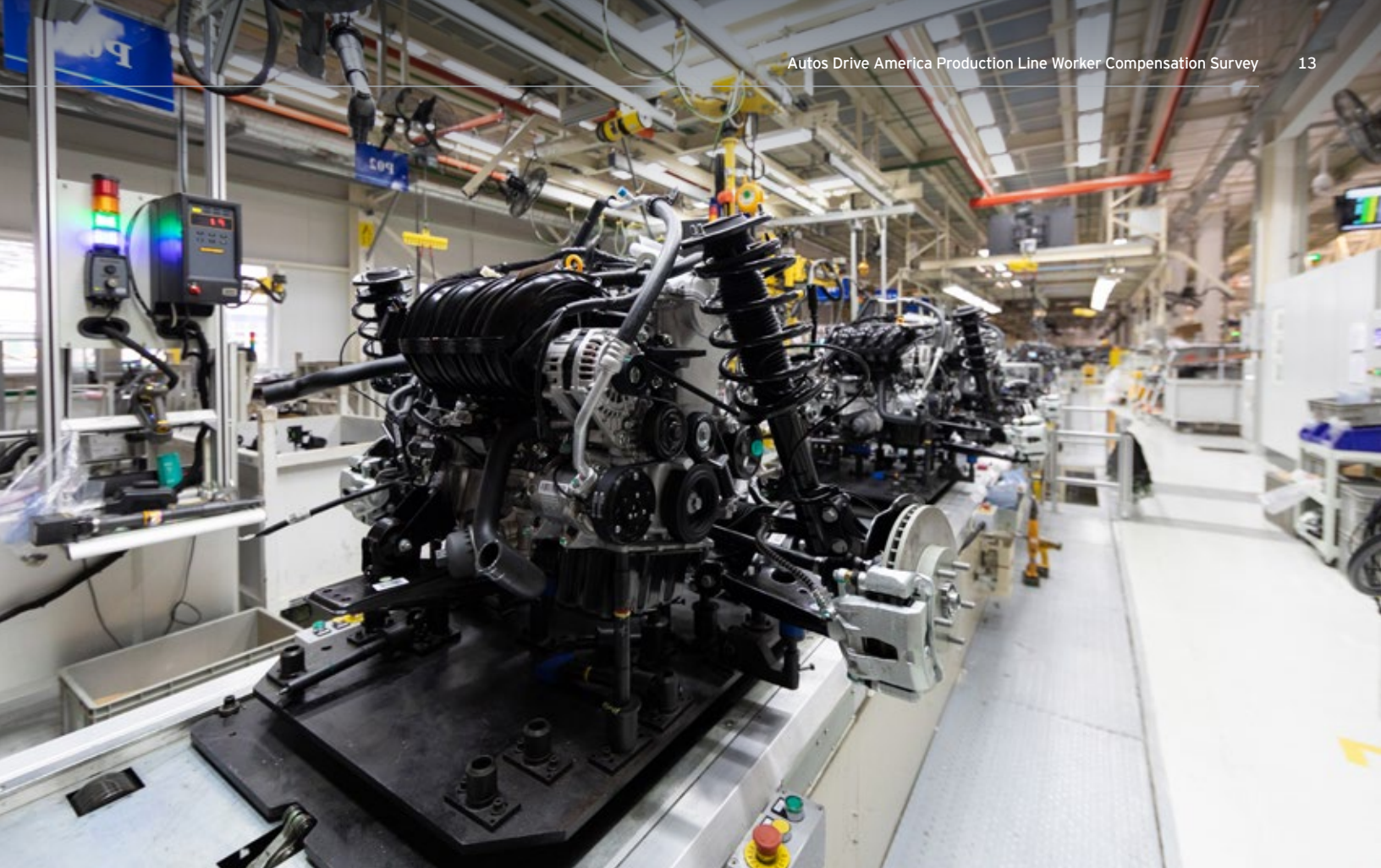
Production line worker racial demographics

The production line workforce of the surveyed facilities is less White and more African American than the average of the nine states where the facilities are located (see Figure 9).¹⁰ The production workforce at the facilities in the survey was 56 percent White compared to 76 percent for the nine-state group average. Conversely, the workforce in the facilities was 34 percent African American compared to 18 percent for the broader nine-state group. Facility workers were also slightly more likely to identify as being a combination of two or more races (11 percent) than in the nine-state group (2 percent). However, the facilities reported a lower percentage of Hispanic workers (7 percent) than in the population of the nine-states (18 percent) where the facilities are located.

Figure 9. Racial composition at facilities and states of location



* Hispanic identity data collected separately from race data in EY survey instrument and Census
Source: Survey results, Census, and EY analysis



Employee tenure

As shown in Figure 10, employees in the surveyed facilities enjoy long employment tenures, on average. Team leads have an average tenure length of 118 months (nearly ten years), followed by skilled trade workers, with approximately 104 months (nearly nine years). Production line workers have the shortest average tenure at 88 months (over seven years).

Figure 10. Employee tenure by worker type (in months)



Source: Survey results and EY analysis

Conclusion

The Autos Drive America Production Line Compensation Survey has found that workers employed by international automotive manufacturers with production facilities in the United States earn competitive wages for the communities where they are located. The average wages for the full-time internal worker types studied in the survey are enough to support a single individual's household as well as a family with two children when combined with a second wage earner. The facilities offer stable careers and comparatively safe environments with multiyear tenures and no reported force reductions in the recent pandemic downturn. The workforce of the facilities is primarily composed of full-time workers, with only about one in six

workers employed as a temporary worker on average. For those employed as temporary hires, they transition to full time status in just under a year, on average. Workers also enjoy comprehensive benefits including Health, Dental, Vision, Life, and Disability/Dismemberment insurance with an overall premium coverage rate of about 80 percent; Health insurance premiums in particular were covered at an average rate of 90 percent. Overall, workers employed in the 20 facilities of international automakers who participated in the survey earn in excess of living wages early in their career with comprehensive benefits and a stable employment outlook.



Appendix

Survey methodology

EY-QUEST's survey team developed The Autos Drive America Production Line Worker Compensation Survey questionnaire in conjunction with Autos Drive America and programmed the web survey instrument for online data collection. EY conducted the survey with 20 Autos Drive America affiliated production facilities between May 5 and June 22, 2022. The response rate was 100 percent. The survey was conducted in compliance with Autos Drive America's Antitrust Policy and Policy on Statistical Reporting.

EY reviewed returned survey data for outliers, data entry errors and other data issues in consultation with Autos Drive America. The final analytical datafile contained 20 valid responses from 11 different manufacturers in nine states. The nine states in the survey were Alabama, Georgia, Kentucky, Indiana, Mississippi, Ohio, Tennessee, South Carolina and Texas.

The reference period for the collected data was the calendar year of 2021, January 1, 2021 - December 31, 2021. EY compared reported wages to the "living wages" in the county where each participating facility is located. For this report, the wages for one adult working and no children and two adults working with two children households are the averages of the wages in each of the counties where each facility is located.

References

Annualized, assuming 2080 paid hours, these hourly wage figures are equivalent to \$51,376; \$41,454; \$63,170; and \$54,454

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