

General Motors Earns Praise for Being A Top Employer for Female Hourly Workers

Working Mother magazine has named General Motors one of the dozen "Best Companies for Hourly Workers" for 2013, its annual recognition of employers that have the best policies and programs for promoting women and a dynamic work life culture.

"General Motors sets a standard of excellence for having not only work life programs and policies that supports this distinction, but for having a company culture that enables it to flourish," said GM Chief Diversity Officer Ken Barrett.

The survey, conducted by the Working Mother Research Institute, reveals that 41 percent of hourly employees at the "Best Companies" participate in family health insurance programs through their employers, and 61 percent participate in employer-sponsored personal health insurance programs.

Women in full-time service jobs are often uninsured, with 35 percent of restaurant workers, 36 percent of cashiers and 26 percent of retail sales assistants lacking insurance versus only 16 percent of all U.S. women, according to an analysis of 2010 Census Bureau data by the National Women's Law Center.

Working Mother's website stated some of the criteria winning companies met, such as being able to allow employees some flexibility in hours worked.

One of the most basic stress points for hourly workers is their weekly, or even daily, schedule. While many salaried working mothers long for flexible weeks or reduced hours, hourly-working moms wish for more predictable schedules that include enough work time to pay for their families' needs.

Paid time off is another area in which the "Best Companies" shine. On average, 99 percent of full-time nonexempt employees with a year of service at the "Best Companies" have access to paid time off, while 10 of them provide paid leave to part-timers. By contrast, nationwide, 23 percent of American adults have lost a job or been threatened with losing a job for taking time away for their own illness or a sick family member, according to the National Partnership.

Health care is also important. The "Best Companies" offer their employees benefits packages that can include not only health insurance but also tuition reimbursement and retirement plans, as well as other service discounts.

All told, 41 percent of hourly employees at the "Best Companies" participate in family health insurance programs (and 61 percent in personal health insurance programs). On average, hourly employees at these companies must work a minimum of 21 hours per week to be eligible.

And, the "Best Companies" aim to create a culture of advancement. Among the 2013 class of winning companies, all offer job skills training for non-exempt em-

ployees, while seven have formal advancement programs meant to identify future leaders among the hourly workforce.

Half have formal compensation programs that reward managers who help hourly employees advance.

Also notable: Among all employees promoted from hourly to salaried positions last year at these companies, 47 percent were women.

"Since 2006, the retail and wholesale sector has cut 1 million full-time jobs and added more than 500,000 part-time jobs" said Carol Evans, president of Working Mother Media. Creating programs to help employees succeed at hourly jobs has become not only good business but also the right thing to do."

Said Jennifer Owens, editorial director of Working Mother Media: "The best companies for 2013 have found solutions to providing opportunities for non-exempt employees to advance into salaried and management roles."

Other top companies named were Best Buy of Richfield, Minn.; Bon Secours Virginia of Richmond, Va.; Capital One Financial of McLean, Va.; Hilton Worldwide of McLean, Va.; Marriott International of Bethesda, Md.; Mercy Health System of Janesville, Wis.; Sodexo of Gaithersburg, Md.; University of New Mexico Hospitals of Albuquerque, N.M.; University of Wisconsin Hospital and Clinics of Madison, Wis.; Valassis of Livonia, and WellStar Health System of Marietta, Ga.

ED RINKE CHEVROLET BUICK GMC



COME SEE THE NEW 2014 IMPALA



YOUR CHOICE \$69*
24 MO. SIGN AND DRIVE LEASES*/10K PER YEAR



2013 CRUZE LS
No GMS Required
\$14,499*



2013 MALIBU LS
No GMS Required
\$17,875*



2013 EQUINOX LS
No GMS Required
\$21,582*



2013 TRAVERSE LS
No GMS Required
\$26,199*



2013 SILVERADO 1LT
\$23,930*



2013 VOLT
36 MO. LEASE
No GMS Required
\$32,254*
0% up to 72 mo.**



Ray Stemple
rstemple@edrinke.com



Nicole Dodge
nhuminski@edrinke.com



Jim Pfeife
jpfeife@edrinke.com



Find Us on FACEBOOK

See us for your GM employee purchases.

1-877-451-7707
26125 Van Dyke at 10 1/2 Mile Rd.

Visit our website: edrinke.com

SHOWROOM HOURS:

Mon. & Thurs. 8:30am-9:00pm; Tues., Wed., & Fri. 8:30am-6:00pm

*All prices and payments include GM rebates. Pictures may not represent actual vehicle. All leases 10K per year. Cruze, Malibu, Silverado, Traverse & Equinox are all 24 month leases. Volt is 36 month lease. Must qualify for lease loyalty on all vehicles. Must qualify for GMS Active Employee for Traverse, Malibu, Cruze, Equinox & Silverado (unless otherwise noted). No 1st payment required on Cruze, Equinox or Malibu. **0% Available in lieu of some factory rebates/term restrictions apply. No security deposit on all leases with S & A Tier credit approval. Due at signing on Silverado & Volt leases are -1st payment, title, tax & plates. Cruze is \$2382 down. Malibu is \$3331 down. Equinox is \$3771 down. Traverse is \$3475 down. Silverado is \$3173 down. Volt is \$7350 down. Leases are based upon S & A Tier credit see salesperson for details. **Must be active GM employee, must put \$500 down. Expires 04/01/2013. **Call salesperson for details

ED RINKE • FAST • FRIENDLY • DISCOUNTS

GM SERVICE CENTER
MICHIGAN'S LARGEST
•SERVICE DEPT. •PARTS •BODY SHOP

866-452-1547
26125 Van Dyke @ 10 1/2 Mile Center Line, MI 48015

SERVICE HOURS: Monday & Thursday 6:30am-9:00pm; Tuesday, Wednesday & Friday 6:30am-6:00pm • Shuttle at 6:30am - Pick-up Both Ways • All Day starting at 6:30am.

Quick Oil Change EXPRESS LANE

LUBE OIL FILTER \$23.95
Up to 5 qts.

Fluid Level, Brake & Alignment Check Included.

We use Genuine GM Oil & Filter
No additional or hidden charges.
Out the door pricing.

Open Mondays & Thursdays until 8:30pm
Excludes synthetic, Diesel & Med. Duty Trucks.
Most GM cars & trucks. One coupon per customer. Must present coupon with order. Plus tax. Expires 4-30-13.

BODY SHOP
586-754-7000 ext 1231

INSURANCE WRECK AMENDED

TRANSPORTATION AVAILABLE
During Scheduled Repairs
FREE OIL CHANGE
With Each Major Repair

WE REPAIR ALL MAKES & MODELS

GMC EXPERIENCE BUICK ((SATELLITE RADIO))
Special 24 Month Leases
2 Years of Onstar Directions & Connections
2 Years of SiriusXM Radio • 2 Years of Maintenance
We Will Beat Any Trade In Deal!

YOUR CHOICE \$69*
SIGN & DRIVE LEASES FOR

ENCORE
GMS TO ALL
\$23,805*



VERANO
GMS TO ALL
\$20,485*



TERRAIN
GMS TO ALL
\$21,475*



REGAL
GM EMPLOYEE PRICE
\$21,020*



SIERRA 1500
EXT CAB
GM EMPLOYEE PRICE
\$18,560*



LACROSSE
GM EMPLOYEE PRICE
\$22,375*



ACADIA
GM EMPLOYEE PRICE
\$24,915*

See us for your GM employee purchases.

1-866-452-1300
24231 Van Dyke at 9 1/2 Mile Rd.

Visit our website: edrinke.com

SHOWROOM HOURS:

Mon. & Thurs. 8:30am-9:00pm; Tues., Wed., & Fri. 8:30am-6:00pm

All prices & payments include GM rebates. Pictures may not represent actual vehicle. Prices subject to change per GM incentives. Prices and payments are inclusive of active GM Employee Discount (unless otherwise stated). Leases are 24 months, 10,000 miles per year w/ approved S Tier credit w/ \$999 due at signing, (unless otherwise noted). Prices & payments are plus tax, title, and plate fees. 0% financing in lieu of some factory rebates. Refundable security deposit required on certain vehicles - to be determined by lender. Must qualify for conquest with a 1999 or newer non GM lease. Verano lease is with \$3090 Down. Lacrosse lease is with \$3694 Down. Encore lease is with \$5634 Down. Regal lease is with \$3200 Down. Sierra lease is with \$4408 Down. Acadia lease is with \$4189 Down. Terrain lease is with \$2526 Down. All purchase prices are 2012 Models except Sierra & Encore. Sierra purchase must qualify for Trade In rebate. **See salesperson for details. Expiration Date -4/30/13.



Dennis Thacker
dthacker@edrinke.com



Paul Makowski
pmakowski@edrinke.com

CORRECTION

In the April 1 Dragway Retrospect column by Dewey Ketner, it stated the Onondaga Dragway "is located halfway between Jackson and Lansing, off US-127, on Bellevue Road (Leslie exit), four miles east."

The directions should have said to go WEST on Bellevue Road four miles past the Bellevue Road/Leslie exit (Exit 56).

(Readers should note while the dragstrip is slated to re-open sometime this summer it is currently still closed to the public.) We regret any inconvenience the error may have caused.