

# 2007 Delphi-UAW Lowlights

The Concession Caucus snatched victory from the jaws of defeat by claiming the company's goals as their own. The *Highlights* claim: "The union was successful in gaining an agreement in which Delphi will retain ownership and operations in four facilities." Precisely as Miller directed.

The Con Caucus alleges victory because they beat Miller to the punch and cut wages for new hires back in 2004. Thus, rather than portraying the glass as half empty and \$12 short, the Con Caucus describes it as half full and \$2 taller than a hypothetical mark.

"Your Union fought back Delphi's all-out attack on the wages and benefits provided in the Supplemental Agreement."

This "Supplemental Agreement" to the 2003 National Contract was never ratified by UAW members. The "Supplement" was a prepackaged bankruptcy deal agreed to by the Con Caucus and Delphi. Big girls don't fight.

The old warriors always said, "There's nothing like a kick in the pants to straighten the spine and lift the chin." Skilled trades whose wages were not cut in the deal left the meeting walking tall. And then, it dawned on them that the Con Caucus endorsement of non union style "Competitive Operating Agreements" will allow Delphi to outsource and subcontract as much as they please. If this agreement is ratified, most of the skilled trades will be pink slipped in short order along with the janitors, material handlers, and all other indirect labor.

Production workers in this UAW agreement will have their wages pegged to the non union benchmark. The UAW is now neck and neck with the unorganized in a race to the bottom. In an effort to pull ahead the Con Caucus shed the burdensome seniority rights sometimes referred to as "work rules". The Con Caucus sees no reason why one person can't do two jobs. After all, Con Caucus reps can talk out of both sides of their mouths at the same time.

In Flint and Dayton the Con Caucus threw bones to distract the pit bulls. But there wasn't any meat on the bones. The opportunity to become a GM employee without a GM pension, GM health insurance, or GM wages only provoked a jerky hand motion.

Attachment B which specifies "detailed commitments" of the GM Benefit Guarantee is not available to members. I can't imagine why such an important document is missing. But an empty holster never prevented a bullshitter from cocking his finger. The Con Caucus brags, "The proposed contract also triggers the GM Benefit Guarantee that we fought for and achieved in the 1999 national negotiations."

If the Con Caucus had fought for us, our GM pension credits would never have been illegally transferred to Delphi. I say illegally because it was done without our knowledge and permission. Furthermore, if it was an "achievement", it wouldn't be necessary to renegotiate. GM is still singing, "Someday, baby, who knows, maybe," on the way out the door.

Buy outs, buy downs, and severance amount to a long term investment in non union jobs. The Concession Caucus promotion of the sell out should include their resignation, not ours. UAW members want to rise up, buy in, and win the right to bargain collectively in dignity. There is no dignity in avoiding conflict at all costs. Dignity is the product of struggle.

In a letter to UAW members Gettelfinger and Rapson wrote, "When Delphi filed for bankruptcy in October 2005 its agenda called for drastic and unconscionable reductions in wages, benefits and work rules, and a total disregard for our collective bargaining agreement."

This tentative agreement from the Concession Caucus calls for "drastic and unconscionable reductions in wages, benefits and work rules, and a total disregard for our collective bargaining agreement."

Gettelfinger's goals and Miller's goals are two sides of a counterfeit coin.

We never ratified the "Supplement" in 2004.

We should not ratify the supplement to the "Supplement" in 2007.

sos, Gregg Shotwell

