

Live Bait & Ammo #144: Highest Score Loses

I finally got a chance to see the notorious scorecard. The criteria that GM plants need to exceed by 93% if they want to get new business. It's actually a twelve page document but I can simplify the scoring in three words: decertify the union.

In which case you may expect that the home team wins? Never forget, GM strives to exceed expectations. According to the scorecard, the two plants in all the GM system that most frequently set the benchmark for efficiency are Springhill and Nummi. The pinnacle of achievement is a lonely place. So lonely that GM and Toyota both decided to close the scorecard benchmarks.

There's no irony here. Plant closing *is* the new business. By outsourcing, sub contracting, and reducing SUB pay and severance, and other cumbersome costs, GM will be able to close your plant more efficiently. Once you achieve a 93% benchmark rating on the scorecard, you are ready to be snuffed.

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Scorecard	Interpretation
1) Combine, eliminate or otherwise change existing departments and/or classifications.	1) One big department with one classification – Grunt
2) Alternative Work Schedules	2) No overtime pay
3) Modify the training/certification procedure	3) All training will be whatever
4) Increase availability of temp and flex workers	4) No permanent workers required
5) Revise skilled trades into jack of all trades	5) No experience necessary
6) Redefine job preference	6) All jobs assigned daily by boss's whim
7) Simplify overtime procedures	7) Boss simply asks his/her favorites
8) Modify the vacation time off procedure	8) No vacation in spring, summer, or fall One person per shift per department per blizzard
9) Employees report absences in advance—zero tolerance	9) No unanticipated absence allowed on any day up to and including death of employee
10) Revise procedure for shift preference and transfer	10) All shift preferences and transfers subject to supervisor's mood
11) Change temporary and permanent layoff policy	11) Management will layoff whoever they want, whenever they want, for however long they want
12) Outsource and subcontract all union jobs	12) Decertify the union
13) Union commitment to partnership	13) Maintain automatic dues deduction

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