

Nexteer Automotive United! Newsletter

Issue # 1

The UAW and Nexteer Automotive wants us to re-open our contract and break the master agreement that we ratified in 2007. This **CON CONTRACT** they brought to the table is filled with lies, cons and concessions. Let's start with page 5 of the Memorandum of Understanding (M.O.U.). Saginaw site – Job commitment build promise 237 NEW jobs, but in the Roll-out meetings they didn't tell you that if the contract passes, that Nexteer or the new owners can OUT SOURCE our jobs so that Nexteer can stay competitive. Now to me that's not a good deal for our site. That means we will lose jobs here in Saginaw. Nexteer also wants us to take a pay-cut on our wages so we can stay competitive, but if we take pay-cuts why would they need to put it in the (M.O.U.) that they can out-source our jobs? Now the pay-cuts are outlandish. Skilled Trades workers will take \$50,000 buy-down and \$8.00 pay-cut and go down to \$29.00 an hour. Any newly hired Skilled Trades would only make \$24.00 and get health coverage for the worker only and not their family. Production will have the option providing, that you are a Legacy or Supplemental employee to stay and the same rate and keep your healthcare coverage covering your family, or take a \$30,000 buy-down and go to \$14.50 an hour and lose your healthcare coverage for your family, or they can take a \$40,000 buy-down and go to \$12.00 an hour and no healthcare for your family. Now if I was a Legacy or a Supplemental employee then I would opt to stay at my current wages and keep all my benefits. Why doesn't the Skilled Trade workers get the option to take a buy-down or stay at their current wages? All newly

hired production workers will only make \$12.00 an hour. If this contract passes the Saginaw site will go to a 5 tier system.

- Skilled 1 @ \$29.00 an hour
- Skilled 2 @ \$24.00 an hour
- Production 1 @ 16.78 an hour
- Production 2 @ \$14.00 an hour
- Production 2 New Hires @ \$12.00 an hour

Also all production employee's not taking the buy-down will go back to what they were making before our last wage. So look at your wage right now and minus \$0.61 off of your wage and that is what you'll be going to after the contract is ratified. They are offering a onetime \$5,000 buy back on your raise that we just got. To me it's not worth it. There will also be no raises for 2 ½ years. But they offer us a 2% performance bonus the last 2 years of the contract.. Right now we get a 3.75% performance bonus. We would also qualify for a 1% incentive compensation. Come on, 1%? This is a kick to the face to the rank and file members here at Nexteer. We pour our blood, sweat, and tears for this company and this is what they want to offer us? Now there is one more option to the Legacy, Supplemental, and Skilled Trades workers they can choose to take a buy-out and cut all ties with Delphi, GM, and Nexteer Automotive.

- Skilled Trades - \$75,000 Buy-out
- Legacy/Supplemental - \$40,000

Now let's dive into the Overtime changes they want to make.

At the moment we make time and one-half after 8 hours of work, Time and one-half on Saturdays and Double Time on Sundays. They want us to go to anything after 40 hours is time and one-half. That means if a holiday falls on a Monday you have to work Tuesday through Saturday just to get your 40 hours because that 8 hours of holiday pay will NOT be counted towards your 40 compensated hours.

Well gang we will have more on the next Newsletter. I want to try and keep these at a 2 page max, so look forward for the next one. The next issue I will address the attendance program, shift premiums, and more.

Adam Deaton