

# S.O.S. BULLETIN

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## **All Take-Aways, No Rewards**

GM has demanded modifications to the 2007 UAW-Delphi national agreement from UAW Local 167 in Grand Rapids, Mi. The vote is March 31. The concessions are unreasonable.

There's no reason to buy this junk take-away contract "modification." A \$1,000 suckers' bonus? That's less money than a \$15 per hour worker would make in one year if he or she kept the 3.75% raise due under this current contract. And next year another raise is due.

Why exchange a health insurance plan that costs nothing and has lower out of pocket costs, for one that you pay for every month and cuts holes in your pockets?

They don't mention SUB pay. That must be covered by this clause on page 3:

*"The parties recognize that specific exclusions, modifications or variances may have been inadvertently omitted from the listings above. Any such issues that may result will be addressed by the National Parties."*

In which case, instead of getting full SUB pay for three years, employees with less than ten years will only get 26 weeks of full SUB pay, then 26 weeks of SUB pay at 50% of a 40 hour gross as in the GM 2009 Addendum. And insurance would be limited to ten months.

Who knows what else lurks behind the phrase "inadvertently omitted" ?

## **It's Extortion, Not Negotiation**

Where does this contract promise job security?

Where does this contract promise new investment?

Where does this contract promise that if the company becomes more profitable, that the company will reopen the contract and restore concessions? The company is already profitable! And already they restored some of the salaried workers' cuts!

There's no carrot for workers, just the same beating with a familiar stick!

It's rare that a concession contract doesn't openly promise job security – even when the promises are all lies. But this "modification" is all threat and no reward.

It looks more like extortion than negotiation.

## **Who Grabbed The Worker's Cash?**

When it comes to the nitty gritty of concessions, who are the experts?

Who can you trust to give you the hard truth as opposed to the hard sell?

A lot of members of UAW Local 167 used to work at Lear or Bosch or the Delphi plant in Coopersville. All these plants were originally GM.

Ask those fellow workers what they think of concessions.

Ask them if concessions helped keep their former plants open.

Ask them if they would do it again.

Better yet — ask them if they ever wished that they had all the money they gave back to the company in the form of concessions – all the wage cuts, all the benefit cuts.

Ask them, "Who got that money, anyway?"

Ask them, "Do concessions really save jobs?"

Ask them, "Have the companies ever kept their promises?"

### **Arrogant Buzzards**

It's curious why GM is demanding concessions from a plant that has never lost money and expects to make even more money this year. They even admit it. The arrogant buzzards. Vultures trying to pick the last bits of flesh from our bones. Tell them NO! Show them they have counted us out too soon!

### **Worst is Over**

GM workers voted to accept the 2009 Addendum under threat of bankruptcy. UAW Local 167 has already been through that. The worst is over. UAW Local 167 has *lived to fight another day*. That day is now. Don't back down.

GM doesn't want to touch the severance package. The fools tipped their hand. The plant isn't closing. That's why they don't care about the severance. They're never going to pay it.

### **Hold Tight, Call Their Bluff!**

Isn't it fun to hold a fist full of aces while Fast Eddie tries to bluff his luck?  
All we have to do is hold until July, 2011 and we collect twice for just going past Go!

### **Health Savings Accounts = Sub-Prime!**

HSAs favor the rich. Workers, unlike plant managers, can't afford to save on taxes by contributing to IRAs and HSAs because their incomes are too meager and the companies keep cutting wages.

"Most people can't even afford to put money into the account," said Jerry Flanagan, health policy director for Consumer Watchdog in Santa Monica. "All the money goes into premiums and deductibles."

HSAs are good for people who are wealthy and healthy and single. If you don't fit into these categories, HSA is not a reasonable option. A union with a social conscience would never promote a high-deductible HSA.

"In testimony before the U.S. Senate Finance Committee's Subcommittee on Health in 2006, advocacy group Commonwealth Fund said that all evidence to date shows that health savings accounts and high-deductible health plans worsen, rather than improve, the U.S. health system's problems."

A 2007 survey of American employees by the human resources consulting firm Towers Perrin said respondents were not comfortable with the risk and did not understand how HSA worked.

"If you withdraw funds from a health savings account for non-medical expenses before you turn 65, you have to pay taxes on it plus a 10 percent penalty." – Mayo Clinic report.

"Thousands of people are learning that money they squirreled away in health savings accounts is gone. Many thought the money was sitting safely in banks. But now it appears it was stolen." — "Missing Health Savings Accounts Money Raises Questions" by Jeff Brady, 2/19/10, NPR

Between the insurance plans that GM is offering and the no tolerance attendance policy, we can't afford to work in this toxic environment where workers are prone to get sick. Let's keep what we have and renegotiate in 2011 when hopefully the company will have come to their senses.

More on-line resources: [warriorsoflabor.com](http://warriorsoflabor.com), [uawtalk.com](http://uawtalk.com), [blueovalforums.com/forums/forndemployeeforum](http://blueovalforums.com/forums/forndemployeeforum).

This bulletin is put out in the interests of informing workers and renewing the fighting power of organized labor. Please send your comments and your on-the-job, on-scene reports to: [soldiersofsolidarity@yahoo.com](mailto:soldiersofsolidarity@yahoo.com)  
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