

!WE ARE UNION!

This proposed contract is an insult to our intelligence and our dignity as union members. It's sets us up to act as scabs. It even lowers the standards for sell outs.

All closed UAW plants are offered a Special Attrition Plan. We deserve the same!

Delphi workers were offered a \$35,000 per year buy down for three years:
that's a total of \$105,000.

Local 23 gets \$12,500 for two years for a total of \$25,000.

That's an \$80,000 difference!

Delphi Indy Stamping

\$35,000 per year for 3 years \$12,500 per year for 2 years

total = \$105,000 total = \$25,000

Skill trades at Delphi didn't take any pay cut.

Retirees from Local 23 have to work at least two years to get what Delphi retirees got for nothing! We deserve better!

Delphi grow-ins got \$16.50 an hour to stay home!

As for transfer rights? Ask former members at Guide in Anderson, In. They were offered the same flow back rights when they were sold and they are still waiting for their transfers and they have exhausted all unemployment and sub-pay.

Mo Davison is a liar.

When Delphi-UAW members were offered a buy down contract they were given the full text of the agreement. We are only getting the Highlights and

Highlights are not legally binding.

We don't know what is in store for us, but if the past is any indicator, it will be treachery.

The current contract has a successor clause. If Norman wants to buy the plant, they must honor the current contract. That's the law. The International is breaking the union contract, the law, the UAW Constitution, and our code of solidarity.

We don't want to be scabs. WE ARE UNION!

Throw the traitors out of the union hall. .