

## Live Bait & Ammo # WTF

Whiskey Tango Foxtrot! Why should anyone vote for a wage cut? What sucker couldn't see the hook in this worm? This isn't a collective bargaining agreement, it's a wholesale union bust. We fought for years to attain parity, cost of living, pensions, health care, thirty-and-out, and the Concession Caucus expects us to give it up so they can get back to licking the frosting off their fingers?

The Con Caucus helped Delphi clean house so new hires would be the controlling party. Great strategy. Except for one thing. They forgot to pay them off. They expect new hires to vote yes on a contract that gives them nothing, not even full cost of living? Whiskey Tango Foxtrot!

Contractual language is confounding, so keep it simple. "Traditional" skilled trades employees who do not take an hourly wage cut will be eligible for "a one time buy down payment of \$10,000."

Why? Because they will be "covered by the skilled trades wage and benefit provisions of the Supplemental Agreement." In other words, they stand to lose a minimum of \$10,000 dollars in health care benefits and COLA. Likewise, new hires can look forward to a lower standard of living. About \$10,000 lower because.....

"COLA adjustments shall be eliminated and replaced by Wage Formula increases...." Whiskey Tango Foxtrot! ..... either "a percentage equal to the greater of (a) the annual percentage increase in average hourly earnings, excluding overtime, of employees in the Manufacturing sector (BLS Series CEU3000000033) or (b) the annual percentage increase in the All Items, Less Medical, CPI-W Index (1982-84-100)"..... Whiskey Tango Foxtrot! ..... "In the event a calculated increase exceeds 3.75%, wages will be increased by 3.75% and the parties will determine a mutually acceptable disposition of, the excess, guided by the *twin goals* [emphasis added] of enhancing UAW members' job security and income security and the company's competitiveness."

Whiskey Tango Foxtrot! Where does the Con Caucus get the phlegm to boost "twin goals" of job security and company competitiveness in light of the Delphi debacle? What next? You got it! Commitments from GM and Delphi to invest and award new product. They must think we've never been foxtrotted before. Jobs and investment commitments "are subject to change based on future program revisions, and are not financial or volume guarantees." Just the tone is enough to burn a virgin's ears.

Lest I forget to finger the hole in the donut, please note: item G on page 18 is "Intentionally Omitted." Can't get more transparent than nothing.

Back to murky basics. The old timers get a "soft landing" in a cow paddy so they don't feel the barb in the hook until later, but the new hires are left with low pay, no pension, substandard health care, and a future full of diminishing expectations.

Whiskey Tango Foxtrot! What's the pay off for new hires? You're lucky to have a job? Ten plants will be closed. Seven plants will be sold. Only four plants will remain Delphi.

Here's the worm. All temps will be made permanent so they will be eligible for severance of \$1,500 per month of service up to \$40,000. The majority of workers do not have a future with Delphi other than severance. There's the future of the UAW: bargaining severance for workers who haven't even started. Buy them off early and avoid late fees.

Is there anything in the contract that will sweep out the retirees who return as "contract" scabs and steal jobs from new hires? Currently retirees make more money sitting home than the new hires make working and when they return to Delphi they make \$20 per hour — 25% more than new hires. Whiskey Tango Foxtrot! There is language covering the double dippers.

"Employees who have accepted a Buy Out may be rehired as temporary employees to satisfy any operating needs.....The UAW and Delphi agree that temporary employees may be used to satisfy need-to-run requirements in plants that are considered 'Wind Downs', 'Sell', and 'Footprint'. Temporary employees may be used in 'Keep' sites to bridge any difficulties arising from the implementation of the attrition portion of this Agreement."

I love the way they punctuate convoluted legal jargon with "Wind Downs," "Sell," "Footprint," and "Keep sites." It's so down homey I wanna blow my nose in a bandanna.

GM will provide opportunities for Delphi employees in Flint and Dayton to become GM employees in new SPO facilities "at the wage and benefit levels as contained within the the modified UAW-Delphi Supplemental Agreement." It's backdoor two tier for GM employees. Look out SPOs. The count down's begun.

But here's the dropkick: All the plants will "Conclude local COA negotiations within 60 days following ratification." Whiskey Tango Foxtrot! We get gelded to boot.

- \* "Elimination of uncompetitive activities (direct and indirect): outsource/subcontract as required."
- \* "Reduce skilled trades classifications"  
"No restrictions on combinations of jobs"
- \* "Reduce production classifications to a minimum"  
"No restrictions on combination of jobs."
- \* "Reduce employee movement to protect quality of product and operating efficiencies."  
[In other words, limit shift preference, job preference, and basic seniority rights.]
- \* "No Fault Attendance Program"

Whiskey Tango Foxtrot! We need to organize a union. (sos, Gregg Shotwell)

