

# GM Contract LOWLIGHTS

**A**fter FCA workers voted no overwhelmingly it looked like there might be a strike and they were ready. They were willing to make sacrifices to end the divisive tiers and uphold basic principles of union solidarity. They beat back the idea that the wages of tier 1 workers hired before 2007 would disappear as they retired. Standing together against a divisive contract resulted in a path for second tier workers to eventually reach top pay. FCA workers stopped the \$72-million dollar man, FCA CEO Sergio Marchionne! Now GM second tier workers will do even better, getting the same health benefits as first tier. But what they call “gains” only partially restore what we gave up during bankruptcy and before!

You can view the entire contract on line (<http://uaw.org/uaw-auto-bargaining/>) The question is whether this is good enough when GM is sitting on \$3 billion in cash and pulls down 10% in profit. What they are calling gains are merely partial restorations not overall progress. Here are some lowlights in the Tentative Agreement:

- 1) **Tiers have not gone away.** By the end of the 2015-19 contract a large number of “in progression” workers will still not make the same as those hired before 2007. When the next new contract is negotiated, how do we know an eight-year progression will not be choked off just like the disappearance of the 25% cap? The inequality of pensions—which also affects trades—**has not been rectified, nor has there been an increase in pensions again.** (summary, p. 6)  
Current CCA workers “in progression” now have parity but future CCA workers will be condemned to a different wage structure, topping out at \$25 after eight years. (p. 148) Other future plant workers top out at just \$28 after seven years. (p. 148) GMCH workers have an even lower top rate, \$19.86 after four years and, for current GMCH workers only, \$22.38 max after eight **and there are no strikeable grievances (speedups, sourcing, safety) at GMCH plants.** (pp. 113-116) GM can hire more Temporary workers; current Temps top out at \$22; future Temps will max out at \$19.28. Why should there be temps after 90 days? **All this adds up to more tiers.** (p. 93)
- 2) **They'd like us to forget that Cost Of Living Allowance (COLA) ever existed.** Real wages have fallen, with workers hired before 2007 losing \$4 an hour to inflation. With an inflation rate of 2.5% a year and no COLA, even with two 3% raises we will be even further behind in four years. We still don't get time and a half after eight hours or on Saturday. **COLA is more important than bonuses because it is folded into wages over the years.**
- 3) **An \$8.3 billion investment does not = more jobs.** They say 3300 jobs will be created “based on the expectation of stable demand” (p. 151-2) but don't mention that Janesville will be closed (p.296) and Orion is laying off an entire shift. GMCH plants are subject to be closed or sold and a new buyer does not have to honor the existing contract. This investment will bring in new technology to eliminate, not create, more jobs.
- 4) **And the list goes on.** Skilled trades consolidation is moving full steam ahead; lines of demarcation language is deleted. (pp. 54-57; pp. 275-77) There still are unanswered questions about our health care. The attendance procedure still stinks. (p. 185-90) All retirees get is a lousy “gift” card; pension rates are frozen. (summary p. 6) AWS, which is making FCA workers miserable, could come to GM. (p.9)
- 5) **The local and national agreements function as “living” agreements that can be modified without our consent through the various joint committees that are established.**

As they have done for decades, our International leaders joined with the company in putting GM's corporate bottom line ahead of our human bottom line. Why else would they target the weakest company (FCA) first?

However we vote this time, the conflict between us and the bosses does not begin and end with a ratification vote. It is year round and 24-7. As the rank and file we must prepare for the fight that lies ahead of us: to win back for the young generation the gains that past generations won for us through struggle and sacrifice.

Read the whole contract and vote wisely. We have power.

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**UNION  
YES  
UNION  
STRONG  
RECLAIM OUR UNION!  
JOIN THE FIGHT!**

**It's your choice. Vote Wisely!**

**AUTOWORKERS** **fight back!**  
Autoworker Caravan

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