



IUE-CWA AUTOMOTIVE CONFERENCE BOARD  
Henry Reichard, Chairman  
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March 28, 2006

Robert L. Sutton  
Conf. Bd. Sec'y  
Arbitration Director  
Contract Administration

Mr. Kevin Butler  
Delphi Corporation  
M/C 483-400-606  
5725 Delphi Drive  
Troy, MI 48098-2815

Nick Border  
Benefit & Growth &  
Opportunity Director

On March 24, 2006, I finally received your proposal for a new collective bargaining agreement for the 8,500 IUE-CWA active members employed at Delphi and over 4,000 Delphi retirees. As you know, this proposal represents an extraordinary change in the historical conditions of employment that have prevailed for these employees. This proposal is also significantly different from anything that has been presented before and rests on economic forecasts that are still unknown to us.

Steve Lykins  
Skilled Trades Director

In that context, your assertion that you hope to reach an agreement this week on a new agreement is ludicrous. Your letter is nothing more than lip service to the idea of negotiations while you prepare your motion to rip up these contracts. While I am not a lawyer, I find it hard to believe that Congress intended to let a company ignore a union for months and then expect them to reach an agreement in one week that radically transforms their wages and other terms and conditions of employment. You have not yet given us the information necessary for the evaluation of your proposal. This is not good faith bargaining.

Isa Shabazz  
Health & Safety Director

Delphi's decision to effectively ignore the IUE-CWA in the development of its labor proposals and to cram these proposals down our throats at the last minute is particularly offensive because of the many efforts IUE-CWA has made in the past to try to make this company competitive. You have recognized many times the IUE-CWA has been the leading union in the Delphi organization to implement competitive local agreements to allow our plants to obtain and keep jobs. This is a poor way to show your appreciation.

Steve Trent  
Training Director

Please understand that while we are willing to negotiate with you this week, we intend to oppose any motions you file on the obvious ground, among others, that Delphi has not fulfilled obligation to bargain with us and provide us with the necessary information to review its proposals.

Todd Viars  
Quality Network  
Director

Delphi has treated Sections 1113 and 1114 as a one way street in which it has a right to jettison its labor agreements. But we have rights under those provisions as well. We demand that Delphi fully discharge its legal obligations to provide all of the information necessary to evaluate these proposals and to bargain in good faith with the IUE-CWA before these motions are filed. While bargaining may continue after the filing of such motions, it is not a substitute for the pre-motion bargaining that the statute requires. The filing of Section 1113 and/or 1114 motions will poison the atmosphere between the parties, harden negotiating positions and reduce the likelihood of arriving at a consensual solution. I urge you to allow the negotiations an opportunity to be successful before taking a step that will torpedo them.

Sincerely,

Henry Reichard  
Chairman IUE-CWA  
Automotive Conference Board