



INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA - UAW

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January 15, 2010

Mr. Michael Husar  
Delphi Salaried Retirees Association  
12151 East Sand Hills Road  
Scottsdale, AZ 85255

Dear Mr. Husar:

This will confirm and follow up on your discussions with members of my staff.

The UAW has long been known for its support for fair and equal treatment of the employees we represent. While we are recognized as the union for hourly auto industry workers, we represent salaried workers in various industries, and believe that all workers deserve to be treated with dignity and respect. The economic crisis faced by the automotive manufacturers and their suppliers is unprecedented in our history, and our struggle to protect the workers in this industry will continue.

Fortunately for the hourly workers involved in the Delphi bankruptcy and restructuring, they were represented by the UAW, had negotiated benefits, and a collective voice that protected them from most pension and benefit losses resulting from Delphi's failure. Unfortunately, their salaried counterparts were not members of the UAW, and therefore were not able to protect their pensions and health insurance for their retirees.

We believe the 22,000 Salaried Delphi Retirees, who worked long and hard for GM for most of their careers, deserve to be treated with fairness and equity. While the restructuring of America's auto industry requires shared sacrifice and responsibility, Delphi's salaried retirees/former employees are being forced to bear extra burdens that are not warranted. The life they logically expected upon retirement no longer exists. For many, they counted on their pension, planned their futures, and now they are merely hoping that they will get enough from the PBGC to keep them above poverty level. This is a grave injustice.

Our Union advocates for working people. We are advocating for the salaried retirees whose pensions have been eroded, though their dedication to the company and their years of service remained steady. No one should sit silently by and say nothing about the unfair and inequitable treatment these people are receiving. Such silence goes against the founding principles of our Union.

Sincerely,

Ron Gettelfinger  
President  
International Union, UAW