

Vote No until you Know the whole truth and we beat concessions!

Ford loves the contract. So do most UAW leaders. What's wrong with it?

At the Nov. Local 600 General Council, a young member proposed that we get a week to read the contract, not just Highlights. His motion was not voted on. But he had the right idea.

The Ford contract re-packages problems with GM and Chrysler contracts. The big picture is the same.

Concessions don't save jobs. Strong unions save jobs. Concessions weaken unions.

In this leaflet are contract page numbers for only some provisions cited. You need to look at the complete contract. Ask your union rep for a copy.

The big picture

1. Half pay for new hires is divisive. The worker next to you can't afford the cars you both work on. Starting at \$14.20/hr. is well below the US average for non-union industrial jobs (\$19.62/hr., Union Advantage site, uaw.org/facts/07/unionadvantage_0607.pdf)

New hire health care benefits start late. They won't get the pension or retiree health care we do-- defined-contribution plans instead (contract pages 199-207A). Some insourced work, plants, and temporary workers are not included in the 20% cap on new hires. Ford can hire temporaries up to a year. If we sell out our children, who will defend our pensions and health care?

2. "VEBA health care funding at Caterpillar ran out in 6 years," says retired UAW Caterpillar Local 751 president Larry Solomon. Ford's liability is funded too low. And do you want any Ford stock funding your health care? Does VEBA protect us against bankruptcy? That's when stocks go bust!

3. Job security? For 30 years we voted for "Job Security Contracts" ...while we lost 2/3 of UAW membership! Ford ignores attrition replacement formulas including promises in the 2003 Highlights... they owe Tool & Die over 150 jobs. What pressure is on Ford to honor this "Job Security Contract" at the only Big 3 company to avoid a strike? "Market related" factors will delay or deny job security and attrition replacement (pages 79-80A). The Free Press says: "Ford deal spares factories. UAW Pleased: Company can reconsider, though." Ford WILL "reconsider" AFTER the vote! Hundreds of Lansing GM temps and thousands of Chrysler workers were laid off soon after voting.

4. Wage freeze. Bonuses, not hourly raises, and more COLA diversion (24-25A) means not keeping up with inflation. Channel 7 says Ford workers are "trading lower pay for job security." We can count on the lower purchasing power, not the job security.

Devil is in the details

Look up these topics in the complete contract.

- ◆ Rougher attendance policy (232-236C).
- ◆ HMO office visits \$25, E.R. \$100 unless admitted. (80-81C), prescription costs go up, and a percentage formula will raise member payment.
- ◆ Combining and eliminating trades (10-15B and 334-353C), crossing demarcation lines (67-69A).
- ◆ Outsource housekeeping (149C).
- ◆ “Protected status” replaces GEN. You may be given a “mandatory” non-traditional job...please read page 83A! In some conditions “NJSOESC may agree that placement in Protected Status at 85% pay rate is mandatory” (86A).
- ◆ Parties can combine, eliminate Rouge Units (6A).

UAW GM Local 909 president Al Benchich said No to his contract. Chrysler National Bargaining Chair Bill Parker said No to his contract. Former Truck Plant president Gary Walkowicz has said No to this contract. What will UAW-Ford leaders do?

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To add your name, contact us. For actual contract language, get a full copy from your union rep or see selections at www.soldiersofsolidarity.com

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