

## 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 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](http://uaw.org/facts/07/unionadvantage_0607.pdf)) New hire health care benefits start late. They won't get the same pension or retiree health care--defined-contribution plans instead (contract pages 199-207A). Some insourced work and plants 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?

The bosses don't want to send jobs to Mexico as much as they want US jobs for Mexican wages. One of the signers of this leaflet says, "I thought solidarity was supposed to bring other countries' pay up toward where we are, not get ours dragged down to theirs."



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 like promises in the 2003 Highlights. In all, 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 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! GM and Chrysler workers were laid off soon after voting. **Yesterday investors asked Ford's Mulally about job reductions. He replied "Let's talk about that next week."**

4. **Wage freeze.** Bonuses, not hourly raises, and more COLA diversion (24-25A) mean 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.

- ◆ Tougher 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 some member payments over time.
- ◆ 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 says No to this contract. What will UAW-Ford leaders do?

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To add your name, contact us. For complete contract, contact your union rep. For selections, visit:

[www.soldiersofsolidarity.com](http://www.soldiersofsolidarity.com) Labor donated Nov. 11-9-07