

October 2009

Dear Brothers and Sisters

I, Jeff Hodges, was told that I had to put out a flyer supporting this contract modification proposal. That without it I'll be removed from my Union position. My position as a pm planner will never change my opinion and if removed because of it, I fully understand.

I cannot and do not support these modifications. I will not tell you how to vote, nor have I ever. I believe that you're all grown men and women and should vote off your personal convictions not someone else's.

My reasons:

- I can not support the binding arbitrator language.
- I will not ever agree to give up our right to strike.
- I do not support the 2nd tier wage agreement. We earn every penny we're paid regardless of when hired.
- I don't support the mechanical tradesmen language of being reduced to teams at the other plants. This means more lost jobs and fewer apprenticeships.
- I have issues with contracts listing words like "Such As", "May", or "Possible". They are language intent trump words.
- I don't believe they are being truthful with product life cycle guarantees. Product guarantees are dictated by product sales and can be amended at any time for lack of.
- I don't agree to accepting concessions when our company is gaining market share, opening plants in other countries, stock value rising, and posting 2 quarters of profitability with a forecasted 3rd quarter profit.

You'll hear that this modification is only pattern bargaining and that it has always worked for the Union. That's not entirely true. Pattern bargaining is only as strong as its weakest link. These attempted modifications prove my point.

I understand that my opinion might upset some people, the truth often does, but I'm of the belief that we still live in a democracy and we have that right. Thank you for reading this, and I hope you understand my position.

Sincerely
Jeff Hodges
UAW Local 3000