

October 29, 2009

Dear Brothers and Sisters of UAW Local 2000,

Saturday, October 31, 2009, is a very important day for us. It is the day that we go to the polls to vote on “modifications” to the modifications of the 2007 National Agreement. As most of you know, I prefer plain speaking, so let’s just call them for what they are! CONCESSIONS! A SELL OUT! A BETRAYAL! A betrayal of the worst sort from our own International Union!

As union members, we really only have two things of any great importance that are ours by right. Our seniority and our right to strike! Our seniority is not up for sale...yet! But our right to strike is! Although we have not utilized that right since 1976, it is still our right and one of the few things that makes the company take us seriously! But our IUAW has chosen to cheapen our right to strike by offering the arbitration on wages and benefits. They must think that we are incredibly stupid! We know we can’t strike over wages and benefits and in this economic climate, which of us would? Although we may not choose to implement that right to strike, it is still our right! And the very entity that is supposed to protect us and our rights would seek to take it away from us or weaken it as such to make it moot. Arbitration is a stall tactic! If there would be a disagreement on wages and benefits that the parties could not come to agreement on, the matter would then go to arbitration per the language in the proposed “modification”. Until such a time as it would EVENTUALLY come before the arbitrator (anyone care to bet on how long it would be continued and extended?) no other actions could be taken that would put the company at an economic disadvantage (the IUAW’s words and proposal, not mine) thereby by rendering our ability to strike on ANYTHING, including Health and Safety, crippled! In speaking with the IUAW representatives down at the plant trying to sell us a bill of goods, they admitted that this was THEIR idea! It was proposed by the UAW attorneys. First of all, I say, get new attorneys! And if these were the people presenting our case to the arbitrator, we wouldn’t stand a snowballs chance in hell of prevailing! Furthermore, in looking at arbitration cases in the past, the union wins very few of these and as long as the company owes any money to any banks or other creditors, the arbitrator is going to find in favor of the company! Statistics support this! And what do they want to give us in return? A paltry \$1,000 or our profit sharing, whichever is greater. This only goes to show the utter contempt they apparently have for the rank and file! My self respect and integrity is not for sale! Neither is my right to strike!

On to more fun things! The cap on the 20% for new hires removed and their lower tier wages frozen for 6 years (until 2015). Now they’ve really got something that piqued the company’s interest! At 20%, they would have to hire approximately 9,000 people to reach that. Anything above 20% would require the company, by seniority to move the lower waged employees to master wages so that they remained at 20%. HOWEVER, if they were to get this provision and there’s no cap, there would probably be another buyout to get rid of the higher waged employees. After that, how long before the company would start taking steps to shedding themselves of the higher waged employees by any means necessary. YOU DO THE MATH! \$28.00 vs \$14.00 per hour? The company is counting the money right now! Think it couldn’t happen? If I thought of it, do you really think that someone in the company hasn’t thought of it?

What was this all brought on by? PATTERN BARGAINING! The IUAW has proven themselves time and again to be narrow and closed minded in their thinking and of being reactionary rather than proactive and they are totally removed from the needs of the rank and file membership. They caught a

bit of flak from the GM and Chrysler folks so they, themselves, decided that they needed “parity” in the Pattern Bargaining. How do you reach parity in comparing apples to oranges I ask you? GM and Chrysler are essentially on welfare with the bridge loans while we at Ford have remained self sufficient. GM and Chrysler had no choice other than to accept those conditions and government control as condition of receiving the bridge loans. We remain independent. Therefore there is no parity as there is no comparison. But the IUAW totally freaked out at the thought of not having PATTERN BARGAINING! Pattern Bargaining is an antiquated notion resultant of narrow minded, inept representation as has been evidenced by the IUAW. To do otherwise would mean that they would have to come into the plants they have sought so hard to remove themselves from and interact with the membership and find out what their needs were! How often do you actually see a representative from the Region or the International? Even at a union meeting? Only when they want to use us as a means to ratification!

This is unsupportable! At the March 2009 modification meeting we were told that the company wouldn't be coming back asking for more! This was it, their one time shot! We were also told of our new product commitment at that time! Hell, we're still waiting on that new body shop we were originally promised! And this time? Oh, they recognize the need to find new product for OHAP! Did they lie to us when they said that? Or did they just mislead us when they said that? Let's see, we got the promises in 2007 and March of 2009. Here we are in October of 2009 and they're back again with their hand out and dangling that carrot of new product in front of us. And we're supposed to take them at their word. Haven't they ever heard of “Fool me once, shame on you, fool me twice, shame on me”? To that end, I urge you to come out and vote on Saturday at Southview High School in Lorain. The polls open at 10:00 a.m. with an “informational” meeting starting at 11:00 a.m. There will also be a tailgate VOTE NO rally starting at 9:00 a.m.! At this time, I'd like to quote Alan Mulally and his words to Congress when asked about his compensation, “I'm good where I'm at”. Well so are we!

In Solidarity,  
Mary “Spring” Springowski