

## Breaking the Silence

With each round of concessions we take our union democracy erodes. We must have our voices heard and be able to debate and discuss the issues and challenge the concession supporting leadership and the company.

We need to dispel the myths and think critically about what is being said to us, such as:

- 1) Vote NO and the plant will close. All autoworkers are told this. Plants that vote YES have CLOSED, such as Wixom and Atlanta and these plants were top quality and never voted NO. Plants close because they are old and antiquated or because the product demand has died out. Concessions will not stop a plant from closing.
- 2) We need to be told exactly how many layoffs and jobs sold there will be. There is an exact number of layoffs due to selling two weeks' vacation, job eliminations (which also piles more work onto our jobs), loss of breaktime, jobs sold; and the selling of our remaining vacation time does not cancel out any of these. Should we not be challenging why the selling of vacation was negotiated and recommended to us to accept by the same people who are telling us it's our fault if we sell our vacation?
- 3) Plant closure announcements being an excuse to fill the plants with TPTs; St. Thomas may or may not close, the language indicates the company may have a plan, like St. Pauls which has been "closing" since 2005 and out of 750 workers 500 of them are TPTs. How do you think they vote?
- 4) 8 plants are closing in the US – this is not true there is only one plant closure announced and that is St. Pauls. Of all the plants in the US, 1/3 of them are final assembly plants and the rest are feeders, so when we are told the company wants down to 7 or 8 plants what that really means is that it would like to sell off the feeder plants at the same time it converts the final assembly plants to lower waged and insourced workers. Premier operates throughout all Ford plants and places hourly and salaried workers. By the end of the day, they cannot take our jobs if we do not sell our jobs.
- 5) We need to discuss when we introduce concessions into the collective agreement where they end up 5 and 10 years down the road, such as TPTs and VEBAs, and the unwritten concessions such as the wear and tear on our bodies and the harsher working conditions. Leaders need to be visionaries.

We do not have time to risk more damage to us.

Vote Lindsay Hinshelwood Vice President