

October 26, 2009

On "no strike" language and pattern bargaining

“No Strike” Clause *means* “Inverse Bargaining Pattern”

Historically, the UAW contracts at the automakers are typically "patterned" after each other, meaning the weaker companies had to give union workers the same deal as the strongest company. The UAW had always carried-out its bargaining pattern by targeting an employer that is most likely to agree to a favorable contract. Once the contract has been successfully ratified by the unionized workers, the union declares it a "pattern agreement" and presents it to the other auto employers as a take-it-or-leave-it offer.

Currently, the UAW & Ford are doing the “Inverse” dance:

Now Ford, in joint effort with the UAW leadership are attempting to breach the traditional bargaining pattern by imposing an inverse, meaning the strongest company, Ford, is asking for the same concessions given to the weaker companies.

Saturday October 24, 2009 DETROIT (AP), Ron Gettelfinger said, "The Ford members retain the *right to strike* on every issue *except improvements in wages and benefits.*" Should Ford members be fortunate to realize "*improvements in wages and benefits,*" it would be ludicrous to strike over any improvements. Therefore, the right to strike is not applicable in this instance, as someone would lead us to believe.

If approved, the "no strike" language would give Ford a stronger bargaining advantage to reduce wages and benefits and, nor would the UAW leadership be legally required to strike over reduced wages and benefits. Thus, the stage would be legally set for the upcoming new national agreement in Sept. 2011, where both the UAW leadership and Ford will impose an "inverse bargaining pattern" to ensure that all wages and benefits "will be based on a standard that will maintain wages and benefits comparable to all of Ford's U.S. competitors, including transplant automotive manufacturers."

The contractual strategy in removing the "strike" clause is essential in making the "inverse bargaining pattern" a reality, unless the members vote *against* the “no strike” language.

In Solidarity,

Concerned Rank-and-File

From a Local 600 member who has held office

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<http://www.facebook.com/topic.php?uid=54416746848&topic=17341>

online at:

<http://www.xpdnc.com/files/relatednewsandreports09/OnNoStrikeLanguageAndPatternBargaining.pdf>

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