

## Something to think about before you vote...

		Total Compensation Packages
Alan Mulally,	CEO-	\$21,670,674.00
Don Leclair,	CFO-	\$11,703,127.00
Mark Fields,	President -The Americas	\$8,389,898.00
Lewis Booth,	V.P. Ford Europe	\$10,264,463.00
Mike Bannister,	CEO, FMCC	\$8,677,747.00

Now to put this into perspective from the people who want more concessions....

Average UAW worker Income,		Alan Mulally CEO,	
Per Hr	\$28.38	Per Hr	\$10,418.59
Per Wk	\$1135.20	Per Wk	\$416,743.73
Yearly	\$59,030.40	Yearly	\$21,670,674.00

The 2007 CBA, which was already a concessionary agreement has now been opened **twice** to give back more, now our UAW leadership wants to give the company more concessions through the 2011 agreement until 2015.

### Here is an idea of what we have already given back...

1. GEN, 2. ETAP, 3. Overtime premiums after 8 hours, 4. Holidays, 5. Christmas Bonus, 6. Performance Bonus, 7. Two tier wages, 8. SUB, 9. COLA, 10. Insurance Co Pay increases 11. one minute reduced from each hour break time. 12. Outsourcing of janitorial services. Also the Reduction of thousands of full-time employees due to retirement packages and early separation packages.

Remember what we have given up already.... just this year alone...

**COLA: (assuming it stayed at 99 cents the entire contract): \$6,240 through 2011**

**Performance Bonuses: \$7,000 (on average) through 2011**

**Holidays: approximately \$600 for two holidays**

**Christmas Bonuses: \$1,200 for 2009/2010**

TOTALS PER EMPLOYEE: **\$15,040** through the EOC in 2011, just in lost compensation

Assuming 36,000 Active Hourly Employees: **\$541,440,000** in compensation concessions.

Do you really feel like giving up the most important tool we have (striking) for a measly \$1,000 bonus (that won't be paid for 5 months anyways) which will end up only being about \$670 after taxes?

You have eliminated thousands of workers off the rolls. The company should be saving a ton of money by this alone. Overtime eliminations in most plants. 10 hour day modifications by not paying workers overtime until 40 hours have been reached.

In closing, do you really believe there is no hidden agenda here? With these recent concessions of giving up our strike clause for wage increase and unlimited 2<sup>nd</sup> tier hiring, ask yourself this... if the UAW and Ford have such a great working relationship then why is this a concern? After all, look what we have already given them. OUR OPINION...they are not worried about taking our wages down, they want to keep our wages frozen where they are right now until 2015, after we have not received a wage increase since 2003, and guess what...WE CAN NOT STRIKE!!! While Ford will be reporting another quarterly profit gain!!!

**LABOR DONATED- In Solidarity- Tony Collino- Local 900, Beth Craig -Local 900, Damian Durham- Local 3000**