

WHY ARE OTHER TCAP WORKERS VOTING NO?

Billy Walker

Full Seniority, 8 years at TCAP

The arbitration aspect bothers me. We will not be able to recoup those losses from the March 2009 modification. The company will try to pin full timers against entry level and depending on how the vote comes we maybe stuck between a rock and a hard place.

I'm not in favor of any concessions. If Ford's debt is the problem, then sell more cars and make more profits so you can pay the debt off.

Pinching the worker for money will only disrupt morale and in the end if you don't have a happy worker building your product, then you're jeopardizing the quality. And that is no good for the customer, the employee or management.

If Ford has money to open plants overseas they have money to invest here. I think that they're just taking advantage of the current market conditions here because it is doom and gloom and the opportunity that they can get more from us. If we say NO what are they gonna do? We need to call their bluff.

Jimmy Nichols

Flowback, 11 years at TCAP

The union's not doing their job and protecting the lowest paid workers. They ought to be getting some money back from the CEO who made \$20-30 million. It's outrageous that he's making that kind of money while there are people working for \$14.69, people who are actually making ve-hicles. It's outrageous.

We don't even know what's really in the contract. All they gave us was a general outline/brief highlights, so the majority of people are gonna be voting for something they know nothing about.

Are we really gonna close in a year and a half? Is that really their plan? In the past, we've approved contracts and didn't know all the details until a year or two later. They keep some things hidden, and just ask you to vote on these vague highlights.

I wanna know what the lowlights are so we can make an educated decision. They should open the books so we can all see what the situation really looks like for the company. Everything should be open and truthful, instead of everything being hidden behind closed doors.

Liz Hexum

TPT, 3 years at TCAP

I think it's good that this contract gives TPTs the option to stay where we're at or go full-time. But it's wrong what they're doing to entry-level workers.

If you're working for this business, working to make a good product, why should they freeze your wages? Prices are going up, if your wages don't go up that's pretty much the same as a wage cut.

What Ford is doing with these concessions is just continuing to undermine us all. If we keep giving little by little, Ford will continue to get their way.

The union needs to re-prioritize to focus on protecting our wages and benefits. When the UAW was founded, they were there to protect the workers not the company. They need to focus on our needs. If Ford wants more work out of us, the union should be demanding more out of the company.

They've been threatening us by saying "if you don't increase productivity, you'll lose your jobs." But we should be saying "we'll increase productivity if you give more bonuses and increase wages and benefits."

WE CAN'T ACCEPT THIS!

Letter from Gary Walkowicz
Bargaining Committee at Dearborn Truck
UAW Local 600

Ford workers made it clear that we did not want any more concessions. But the top leadership of the UAW did not listen to the membership. They didn't do what we wanted them to do, so now WE are going to have to speak up for ourselves.

Here are the concessions that they want us to accept:

---No right to strike for the next 6 years for any wage and benefit improvements. In other words, even to get back any of the raises, bonuses, COLA, or break time that we have lost, we couldn't use the threat of a strike. An arbitrator would decide. And the arbitrator is allowed to keep our wages and benefits comparable to all other auto companies, including the transplants. What good is a union without the right to strike?

---Freeze new hire wages for 6 years. New hires already will be working for half our pay, and now they want us to agree to hold them back even further. If we do this, what will the new hires do in the future when they are voting on our wages, benefits and pensions???

---Consolidate and eliminate more skilled trades jobs.

They are going to try to tell us these are not concessions.

What do you think?

They want us to believe that the company is promising more work, but most of these promises are the same promises they made last February and in 2007. Every contract, they promise job security, and every contract we have fewer jobs.

They think they can get us to vote "Yes" with a \$1,000 bonus? What a slap in the face! We probably lost \$10,000 from the last contract concessions alone. And now they want us to give up our right to fight for any raises for the next 6 years. All for a \$1,000 bonus? Please tell us this is a joke.

Every day Ford is bragging about how well they are doing, but they want us to believe that Ford is hurting. Well, Ford workers are hurting for real. We can't give up any more.

Every time we have given up concessions, they have come back for more. The only way to stop concessions is to say "No." Once And For All.

"Ford gained more than five percentage points of U.S. retail market share in the third quarter compared with the same period of 2008"
Wall Street Journal, 10/26/09