

Why is Ford Asking Us to Make More Concessions?

If Ford has returned to profitability and is increasing its market share, why do they expect us to make cuts again? We already made major concessions in 2007 and again in March 2009. Haven't we done enough?

The truth is that Ford expects us to make more cuts because they think they can get away with it. They think they can scare us into giving up even more concessions. Ford can't blame low profits or declining market share this time, so they say it's the debt load. If it wasn't the debt load, they'd come up with some other excuse.

The message is clear: Ford will do anything to continue cutting our jobs, wages & benefits. We need to stand up and send a clear message that we will not accept any more concessions.

What is the Alternative?

Voting no on this contract is a step in the right direction. Kansas City and a few other plants have already voted no. But this is only one step. We need to be building the kind of movement that can fundamentally change our union and the auto industry, to protect our interests.

The UAW was not organized by working with management to increase efficiency and improve profits. It was built by radicals standing unashamedly for the interests of all workers, against the interests of the companies. The founders of the UAW understood that what the company wants is directly opposed to what its workers want. We need to return to this tradition.

Instead of accepting concessions, we should be using every available weapon to resist them. We need to be building unity between plants around securing jobs, maintaining if not improving wages and benefits for all, and standing against different wage tiers. This is what solidarity is really about.

We should be calling for investment in all plants that are facing closure, to produce green technology. This would not only save jobs, but would also begin to address the growing crisis of climate change.

If it's impossible to do this profitably, we should be fighting for public ownership, under the democratic control of workers and the broader community. There would be massive support for such a project; we could be mobilizing allies in our communities to fight for the Electric Ranger, light rail trains or some other useful technology to be produced at TCAP. This is the sort of strategy our union should have, not a strategy of unending concessions.

If you agree with this leaflet, please spread the word and contact Brett Hoven in Paint
651-387-6394

**Don't buy into scare tactics or \$1000 buyoffs.
Stand for real solidarity. Vote No!**

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VOTE NO

PROPOSED MODIFICATIONS INCLUDE:

- * **FREEZE ENTRY-LEVEL WAGES**
- * **REMOVE LIMIT ON HOW MANY ENTRY-LEVEL WORKERS CAN BE HIRED**
- * **NO RIGHT TO STRIKE TO REGAIN 'TEMPORARY' CONCESSIONS**

Ford is once again asking us to make concessions. We should oppose them.

If the company is allowed to hire as many workers at entry-level wages as they want, this gives them added incentive to force out as many older workers as possible, through speed-ups and the new attendance policy. Also, if there is an up-tick in production (which Ford is anticipating), any new shifts that are added will be made up entirely of new hires at entry-level wages.

When the 2015 contract comes up, the company could offer some small raise to all the entry-level workers in exchange for selling out full-timers and/or retirees. And if the only experience new hires have is working next to higher-paid workers who still get raises, while their lower wages have stayed the same for the past six years, you can bet it won't be hard to turn them against the more "privileged" older workers.

The new contract also introduces a "binding arbitration" clause, which says that any disputes over improvements in wages or benefits will be settled by a judge. While this doesn't remove our right to strike completely, it does mean that we will not be able to get back the "temporary" concessions that were made in 2007 and earlier in 2009. Remember how they said giving up COLA, Christmas and performance bonuses, 10 minutes of breaktime, etc, were all emergency measures that we would get back as soon as the company was doing better?

Well, the company IS doing better. They've posted profits the past two quarters and have seen their market share improve over 2 points compared to this time last year. But the "binding arbitration" clause **GUARANTEES** that we will not be getting back any of those concessions we've made, **REGARDLESS** of whether Ford is doing better. Without the right to strike, we have absolutely no leverage to force the company to give concessions back. The arbitrator will be specifically instructed to ensure that they "maintain wages and benefits comparable to all of Ford's U.S. competitors, including transplant automotive manufacturers"

Ford posted \$2.3 billion net profits last quarter

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