

Detroit Labor Day Parade
September 5, 2011



fight back!



Autoworker Caravan.org

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Press Kit, Labor Day 2011

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WHAT: Statement on UAW-Detroit 3 Negotiations on the Occasion of Labor Day, 2011

WHO: Autoworker Caravan, an advocacy group for rank and file autoworkers,
www.autoworkercaravan.org

WHEN: Monday, Sept. 5, 2011 (8:30 AM)

WHERE: Gathering along the Parade Route, Woodward & I-75 (northwest corner)
Get-together @ Anchor Bar, 450 Fort St., (2:30 PM)

Autoworker Caravan Calls on Autoworkers to Reject Contracts Containing Tiered Wages & Substituting "Profit Sharing" for C.O.L.A and Wage Increases

With the Detroit 3 contract expiration date of Sept 14th fast approaching, Autoworker Caravan members will be celebrating this Labor Day by displaying banners featuring autoworkers' key demands:

- ✓ End Tiered Wages – Equal Pay for Equal Work
- ✓ Return the Cost of Living Allowance (COLA) & Annual Wage Increases
- ✓ Stop Plant Closings –Green Jobs Now

Detroit 3 new-hires are paid about half the pay of "traditional" workers, creating a lower tier that is unequal in wages, benefits, and rights. This violates the "Equal Pay for Equal Work" principle enshrined in the United Nations' "Declaration of Human Rights" and the UAW's own constitution. While this is grossly unfair to the 2nd tier workers who must work for \$3/hr. less than the average U.S. manufacturing wage, this new caste system is deteriorating the morale of all the autoworkers whose efforts are critical to the Detroit 3's continuing success.

Autoworkers gave up approximately \$30,000 in concessions to enable the companies' turn-arounds. Now the companies are flush with profits, and executives are receiving excessive bonuses. Instead of restoring the COLA and the Annual Improvement Factor, which the autoworkers sacrificed, the companies want "profit sharing."

"Profit sharing as compensation for work performed is a poison pill," according to Frank Hammer, retired UAW-GM International Representative and former officer of UAW Local 909 in Warren, MI. "The fact that this is being pressed in the media in the current negotiations should alarm every autoworker on whose behalf the UAW is negotiating."

While autoworkers are working harder than ever, the companies want to institute a system that does away with a "fair day's work for a fair day's pay." Says Hammer: "Profit 'sharing' rings hollow when CEOs are getting obscenely rich while workers are losing ground. It is designed to convince us that a union hourly 'wage' is a dirty word."

UAW President Bob King has taken an important step by informing the companies that he is not ruling out a strike at Ford, and that he is seeking more money for entry-level workers as the \$14/hr. is not enough for families to live on. He has also stated he intends to end the companies' practice of holding long term workers in "temporary" status, for which he has our full support.

The companies are saying we must choose between a raise and a job. GM Lordstown worker Nick Waun says: "Without raises, the U.S. economy will continue to slump, car sales will continue to stagnate, and more jobs will continue to vanish." Without COLA, workers' wages will be exposed to unacceptable risk against inflation, and working families will face increasing difficulties making ends meet.

According to news reports, President Obama is speaking after the Labor Day Parade to emphasize the auto industry bailout. Yet the rehabilitation of the auto-based economy in the Midwest is stalled. Michigan ranks 4th in unemployment two years after the federal auto loans, with no end in sight. While Michigan governor Rick Snyder and the Republican state legislature are implementing tax breaks for the wealthy, the unemployed are losing benefit weeks and welfare recipients are being dropped from cash assistance.

That's why the Autoworker Caravan is calling for a stop to plant closings at the Detroit 3, and the conversion of our closed factories to hire workers to produce the "green" products for a new century. We need Jobs! We ask the Obama administration to fulfill his promise to mount a "comprehensive effort that will help lift up the hardest-hit areas," and "create new manufacturing jobs and new businesses where they're needed most -- in our communities."

Survey Results

The Autoworker Caravan surveyed a sampling of 79 autoworkers across the Detroit Three regarding the tiered wage situation and their thoughts on the 2011 contract negotiations. The Survey was conducted from July through August 2011.

Percentage of 2nd tier workers in plants:

Two sites had no 2nd tier workers (one still had laid-off workers to be recalled, one from a plant that had been closed).

In other plants the percentage of 2nd tier workers ranged from 2% to a high of 89-90%, but some answers clearly indicated percentage was of work group or shift, not percentage of total number of workers at the plant.

Percentage of temps/contract workers in the plants ranged from 1-50%.

Of 11 statements where the choice was 1 strongly agree, 5 strongly disagree; the greatest number of all autoworkers strongly agreed with:

- *Lower-tier workers struggle to get by on 40 hours straight time wages.
 - *Harmony and solidarity would be better among workers if all were paid the same.
 - *Union negotiations should make getting “equal pay for equal work” a top priority.
 - *Union members should vote “No” on any contract with a tiered wage structure.
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Respondents were asked: What contract changes do you want to see?

- | | |
|--|---|
| 1) Tiered wages taken out. COLA back.— <i>Tier 1 worker</i> | understands the contract.— <i>Tier 2 worker</i> |
| 2) I just want to see total 100% equality for everyone and have it enforced. EVERYONE should get a copy of the contract book so EVERYONE | 3) Eliminate Two-Tiered system. Need more disclosure from management. How can we trust the company we work for if they don't trust us? In |
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Survey Results

view of pay raises, implement profit sharing for good attendance, quality and thorough output.—*Tier 2 worker*

- 4) Two-tier pay raised. Give Two Tiers a chance to top out at traditional wages, even if it takes six years to reach top pay. At least we have something to look forward to. All team leaders should be paid \$1 more an hour regardless if traditional worker or two tier as all team leaders work load is the same.—*Tier 2 worker*
- 5) Honor the traditional to all two tiers that were told they wouldn't be affected by two tier (All LDT Two-Tier). No early breaks.—*Tier 2 worker*
- 6) Workers that were on the payroll in 2007 be given back what the contract originally said, without any dirty undermining.—*Tier 2 worker*
- 7) Equal pay for equal work + solidarity go hand in hand. Tier 2 should be made traditional as were promised in Sept. 14, 2007. Tier 2 and Tier 3 workers are not representing the word solidarity or union or this wouldn't have happened!—*Tier 2 worker*
- 8) No Tier 2 workers. If you work overtime you should get paid even if you have a short work week. Layoff for shutdown, not vacation pay.—*Tier 2 worker*
- 9) Equal wages. Temps to be permanently hired.—*Temporary worker*
- 10) Bring 2 tier workers that were hired on 1/2/07 to full rate with October seniority date AS PROMISED! Retro pay for hours worked from 7-14-08 (hire date) up to present. Even without the Retro pay. I am so focused on this one issue...give me back my wages...and THEN I can worry about the other issues! \$30,000 a year is a whole new life.—*Tier 2 worker*
- 11) ELIMINATE TWO TIERS ALL TOGETHER!!! Restore Traditional Pay and time of service back to the 117 (LDT Local 602). Tier 2's that were promised all this back in 2007 when the contract was passed and ratified! Also week in July (vacation)—*Tier 2 worker*
- 12) Equal Pay. Equal Representation for temps. Equal work. It should not take 3-4 years to get dental.—*Temporary worker*
- 13) Equal pay to all. Make Temps permanent.—*Tier 1 worker*
- 14) Elimination of temporary language. Elimination of the tier system. Return of COLA. Cash infusion into VEBA.—*Tier 1 worker*
- 15) I just want to make the same amount as everyone else! I want to be brought up, and receive back pay that is owed to me.—*Tier 2 worker*
- 16) I know Ford won't make us (Tier 2s) Tier 1s, but better benefits and DENTAL, and a little more money per hour would be fair.—*Tier 2 worker*

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- 17)** Equality throughout the UAW. Keep the American dream alive in solidarity.—*Temporary worker*
- 18)** EQUAL WORK FOR EQUAL PAY. Don't keep temps temporary for years on end. Hire them!—*Temporary worker*
- 19)** A pay raise. I am married with 2 kids and struggling to get by. For years I thought it would change my life if I ever got into GM. Then I finally do and till scraping by. I understand why the wage was put into effect. But now that GM is profitable and doing quite well shouldn't we get rid of tier w. Tier 2 must get tuition assistance like Tier 1. That makes us feel real low in the caste system. Need COLA, no forced VR's [Vacation Requests] during shutdown. How can you force us to take our VR's? That's ridiculous!—*Tier 2 worker*
- 20)** The only thing any Tier 2 wants to see is full pay. We could care less about benefits like vision and dental. Fairness and equal pay for equal work. Traditional employees want things they lost back in the contract. Most never say anything about Tier 2 getting full pay.—*Tier 2 worker*
- 21)** End tiers. Grow some balls as in past and listen to the people for once. My grandfather and family would die if they were to see what is going on today. It's not company or government killing the union. It's the union killing itself.—*Tier 2 worker*
- 22)** Eliminate tiered wages—*Tier 1 worker*
- 23)** Abolish tier system—*Tier 2 worker*
- 24)** A union's strength is its members, not its leaders. This is why wage parity is so important. Unfortunately we are being divided by leaders making over \$150,000 a year. I believe their long-term plan is to get enough tier 2 members to have the majority vote. Then they will have everyone making about \$20 an hour. This is wage parity but in the wrong direction. What we need is a 5- to 6-year gradual increase for new members.—*Tier 1 worker*
- 25)** Tiered wages totally gone, cost of living back, and to be a strong equal union again--*Tier 1 worker*
- 26)** The elimination of tiered wages. The elimination of Document 8. The return of COLA pay.--*Tier 2 worker*
- 27)** Better wages/better & sooner benefits--*Tier 2 worker*
- 28)** EQUAL PAY FOR EQUAL WORK!!!! Stop job rotation and make it so if you want to, you can, otherwise it takes away from seniority.--*Tier 1 worker*
- 29)** Retirees to get glasses & dental back; COLA back; get rid of tiered wages--Equal pay yes; loosen the Attendance [Policy]--that agreement made with government, not Chrysler; retire 25 and out.--*Tier 1 worker*
- 30)** It is ok for a new employee to start at an introductory level of pay. However, they need to have structured pay raises that will eventually be equal to the Tier 1

Survey Results

employee. The benefits should be equal as well.--*Tier 1 worker*

31) End tier system, bring jobs back to USA, define emergency in contract, hire temps after 90 days, make management accountable for their actions and stop management from taking our vacation for shut downs.... I was in the army for 4 years. I served in Iraq for one year. I got out of the army and came home to rising prices and declining wages. I want to see a coalition of unions willing to fight to bring jobs back to the USA. I want American corporations to be as loyal to the United States as the people who live in it. I want all these things and I am willing to fight for them.--*Tier 2 worker*

32) Equal Pay; COLA returned; plants reopened thus allowing me to return to Michigan; right to strike.--*Tier 1 worker*

33) For us "FORCED" transfer be given right to return to our families and communities. We were not given the time or information to make sound decisions and are now treated as if we have the plague. Their mistake so make it right before all this mass hiring happens and we get closed out!--*Tier 1 worker*

34) To get back all of the concessions we gave up.--*Tier 1 worker*

35) Restore cost-of-living on everything.-
-*Tier 1 worker*

36) Equal pay, it's only right.--*Tier 1 worker*

37) Raise...cost of living restored...extra vacation days.--*Tier 2 skilled trades worker*

38) Hire, hire, hire.--*Temporary worker*

39) Temps should not be temps for more than 90 days or maybe six months. Temps are in the plant so long you start to think they are permanent people. Especially when they are granted vacation days. It's detrimental to them since they have no rights. It's detrimental to us since they are holding spots on preferred shifts, etc. Very frustrating for a seniority person.--*Tier 1 worker*

40) Workers with seniority should have the right to go to any Ford plant they chose before they can hire a new worker at that plant.--*Tier 1 worker*

41) New people hired but have the ability to make [top] tier this contract. Have Ford employees back doing what has been contracted out over the last 4 years.--*Tier 1 worker*

42) All retiree pension checks brought up to \$3,100 to \$3,200 per month. Most are still at \$1,200 to \$1,800 and that includes their Social Security check. Can't live on that. Without those retirees we wouldn't have anything!--*Tier 1 worker*

43) End 2 tier, stop draconian attendance policy, bring back COLA!--*Tier 1 skilled trades worker*

44) 1 tier; vacation in 8 hr. increments.--
Tier 1 skilled trades worker

45) Benefits package for ALL employees!! FULL benefits!!! I, like many other "blue" Ford workers,

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would give up \$2-\$3/hr. to facilitate wage equality. At my plant we are overly top heavy with salaried employees, many of whom do not pull their weight, meaning they don't know enough about real-time manufacturing to be an asset.—*Tier 1 worker*

- 46)** COLA to be reinstated, summer shutdown should not be using up vacation time. I think there should be something in the contract that (Red Circles) Tier 1s not to go backwards in pay scale for the remainder of employee's time at GM! —*Tier 1 worker*
- 47)** Entry level wage for only a certain time period, after that full scale to be paid; vacation days to be used daily; bump rights to any plant in the corporation.--*Tier 1 skilled trades worker*
- 48)** Tier 1 wages; trades returned to their jobs at every opportunity.--*Tier 1 production worker*
- 49)** Personal and Vacation time that represents 7-day schedule (i.e., 60 hrs. or 5 days for personal). Removal of bylaw stating President of Local 600 can't be replaced without retiring or resigning. Split strike fund equally among all workers, seeing as Bob King has given him and his cronies raises from the strike fund....One man, one vote.--*Tier 1 skilled trades worker*
- 50)** Everyone working full time, get the same paid amount.--*Tier 2 worker*

- 51)** I would like to see what we were told going in at the Tier 2 wage. And that was when it was at 20% we would do to Tier 1 wages and benefits. Now that is not how it is. Like everyone, we still need a job and do work the harder jobs in the plant due to our hire dates. We work harder than most and it is hard when someone beside you works less and makes more.--*Tier 2 worker*
- 52)** 1 AR pool; transfers to receive the full \$75,000; grow into package for 25 years and up; more local union scrutiny; better house cleaning; COLA back; leave profit-sharing alone; no "loan out" workers; get rid of temps and replace with laid-off seniority workers.--*Tier 1 worker*
- 53)** Stop the abuse of temporary employees, stop using temps as bargaining tools. Start following the Collective Bargaining Agreement (CBA). GM's 2nd Tier is below the National Average of \$17+ an hour and claim quarterly profits in the billions (Corporate Greed). --*Tier 2 production worker*
- 54)** Equal pay or at least a chance to earn equal pay!--*Tier 2 worker*
- 55)** Changes in wages and give the retirees back their benefits. If it weren't for them, the companies wouldn't even be operating.--*Tier 2 worker*
- 56)** When a skilled trades person completes their apprenticeship they should have their Ford seniority date instead of the day of entry into the

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apprenticeship program as their seniority date. We should not be denied our rightful seniority date because we were not able to gain entry into an apprenticeship as soon as some. A person who hired into Ford in the trades shouldn't have a greater seniority date than someone who was hired by Ford, then entered trades later.--*Tier 1 skilled trades worker*

- 57)** Change the 1985 transferred seniority date. End 2 tier. Retirees reinstated with full health care, dental and eye insurance. Return WFG to the trades and release all contract employees that have replaced us laid-off workers!!!--*laid-off Tier 1 skilled trades worker*
- 58)** Equal wages for all or at least close the gap between Tier 1 & 2.--*Tier 2 worker*
- 59)** No tier wages--All the same in same categories; no mandatory rotation; better breaks (more time); accountability for union leadership.--*Tier 2 worker*
- 60)** Tier 1 & Tier 2 wages should not exist. We should use earned vacation hours how we choose. Our cost of living should be given back. The freeze on Tier 2 should be lifted unless Tier 2 is done away with.--*Tier 2 worker*
- 61)** Everyone at the same pay wage, and equality.--*Tier 2 worker*

- 62)** VR/Vacation Time back. COLA back. Shutdown week back.--*Tier 1 worker*
- 63)** Shift premium paid the way it should be (DTP skilled trades night shift) require the company to live up to the current contract not just when they want to bring real work into the factories (do not outsource any tooling). Get management to pay us correctly during vacations. Overtime for anything over 8 hours (we had it once).—*Tier 1 worker*
- 64)** *Union members should be able to vote for all our representatives, including President. –*Tier 1 skilled trades worker*
- 65)** The UAW should never have allowed GM to bring in Tier 2 workers it has caused a lot of problems of every kind between the Tier 1 and 2 worker. Tier 2 workers are expected to do the same work for less pay some of them cannot even afford to buy a new vehicle. It takes them 3 yrs. to get eye and dental insurance but they are worked just as hard as top pay workers. And management is real good in pitting us against each other. At our union meeting all that happens now is a lot of yelling and screaming with physical fight breaking out and the police being called. I blame the UAW for So much animosity between the workers in my plant. A HOUSE DIVIDED CAN NOT STAND!—*Tier 1 worker*

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Respondents were asked for additional comments:

- 1) The idea of the tiered wage structures is to focus Union members against Union members. This way our focus is not on Them. However, we as members of our Union must set a better standard of what a member must be, i.e., Better attendance, better attitude, etc. This would ease the tension between us and help mold future workers.—*Tier 2 worker*
- 2) I wouldn't say there is friction among workers, just a lot of friction between Tier 2 employees and the system, the union, and company. I wouldn't say management takes advantage of Tier 2 workers, but I know temps are treated with less respect. I wouldn't doubt there is some management string pulling to cause disharmony in the workplace. I thought that is why we have a Union to help keep that in check. There are top tier workers I know and have worked with who have a superiority complex and don't support anything Tier 2 employees try to push for. Tier 2s feel like we have to prove something on a day-in, day-out basis. Getting laid off for more than six months twice left me with a lot of financial struggles, all of which would be non-existent if my pay was higher. I have spoken with fellow employees who feel the same, and have the same experience. It hurts to know that certain Union reps have viewed us as second-class or haven't responded in a matter fitting—I'm speaking from experience. I feel more than anything there should be total 100% equality (other than seniority matters) across the board. How can we be a Union, ONE when there are two types of workers?—*Tier 2 worker*
- 3) It is unethical to have two people working side by side doing the same job making two different wages.—*Tier 2 worker*
- 4) I don't believe there's friction because we all respect one another and work just as hard....Some often say, "well they're just a Two-Tier."... Temps flat out get misused "period."... An International Union Rep told me and a panel of all temps that "our vote didn't matter." That's just flat out un-American.—*Tier 2 worker*
- 5) Whoever played a part in the amending of the 2007 contract should have some type of charges brought against them. It was dirty and dishonest.—*Tier 2 worker*
- 6) Our union should keep their word to the workers. Loyalty lies with our union brothers and sisters not giving up everything generations of things we and others fought so hard to get. Concessions are necessary but to what extent? When do we get some of these things back? We don't! The true meaning of solidarity practiced at all levels like it's supposed to be and not just used on letterheads as a common word.—*Tier 2 worker*

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- 7) Temps pay union dues and get nothing in return. I have been hired once in '08 and called back in Feb. of '09 for a half day then told I was not to be called back. Still have not been paid for that day. When I came back March of '09 I was told I was on temporary assignment. How long is that going to last? —*Temporary worker*
- 8) Some managers take advantage of 2nd tier workers, others give them “better jobs” to cause division and mistrust by seniority workers. When this happens the local leadership is usually blamed. Many seniority workers struggle to get by on 40 hrs./week. Union representation is often hamstrung by temporary status. These brothers and sisters are on a long term probationary status.—*Tier 1 worker*
- 9) It is a shame to work next to my fellow workers, who are doing their best, working as hard if not harder than a lot of people, and they walk out with nearly half the wages!—*Tier 1 worker*
- 10) Getting half pay for the same amount of work is unfair, and humiliating.—*Tier 2 worker*
- 11) I am so sick and tired of being called a “scab” by some Tier 1 workers. Some Tier 1 workers think we all need to wear badges identifying the differences between “dark blue” and “light blue” and “orange.” [Workers wear different colored uniforms based on tier.] I don’t understand at all the reason behind that thinking. We are not scabs, we are union, dues paying (UAW) members, and we deserve to be treated accordingly.—*Tier 2 worker*
- 12) I was hired 7/7/08. We were told we were going to be permanent employees. But they only hired half of us as permanent employees—the rest of us are temps—for 4 years now. They said “it was alphabetical” but people AFTER ME in the alphabet were hired permanent. They’ve worked consistently since then, except for 4 months in 2009. I’m lucky if I get 4 months’ work in a year. People who started same day as me now have 4 years seniority over me—even if I get hired permanent tomorrow. I didn’t get the profit sharing or holiday pay or short work week they got. Then they imported all these workers from Orion, Flint, Delaware, Tennessee, New York + Louisiana. I had to train them to take my job! I live 4 miles from the plant, work hard, never miss, never late...All because these people didn’t want to take a pay cut, which they were required to do if they stayed at their plant.—*Temporary worker*
- 13) As a Tier 2 it is as if we are second class citizens. High seniority and management look down upon us. High seniority thinks “as long as there are 2 tiers I won’t get my pay cut.” Management will threaten us with “write ups” and they barely listen to any input we have. My Union Rep has never done one thing for me. Example: Overtime was

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- given outside E.O.H. and I was never paid.—*Tier 2 worker*
- 14)** I predict product may be defined as having a limited life cycle. And, at some time all new work (due to product life cycle) will be at a lower rate of pay. So, someday a worker will be faced with 3 choices: 1) build new product at lower wage and benefit rate, 2) take a layoff or 3) retire.—*Tier 1 worker*
- 15)** Every day I come into work and my animosity toward tier 1 employees grows more and more because of the two tier system. I feel that I get disrespected not only by management but also by tier 1 employees, which causes me to not fully respect my coworkers. A union workplace should not be this way. Tier two workers work the same hours and do the same back-breaking work day in and day out just like tier 1 workers. The constant tension that this causes is exactly what management wants. We all need to act like a union and vote against a tiered system in the upcoming contract.—*Tier 2 worker*
- 16)** Main entry: labor union. Function: noun. Date: 1866: an organization of workers formed for the purpose of advancing its members' interests in respect to wages, benefits and working conditions. (Definition of labor union doesn't say anything about having a tiered pay scale.—*Tier 2 worker*
- 17)** Tier 1 workers have an attitude and comfort level of arrogance. Management backs down to tier 1 workers and they seem not to be able to “boss” or “manage” them to work. With tier w workers, management slave drives us as they literally sit and chit chat with tier 1 workers.—*Tier 2 worker*
- 18)** I am a 22-yr. member of Local 2488 Mitsubishi Motors in Normal, Illinois. Good Luck. United is in our name for a reason...We need to get it back. Our leaders have made us Divided Auto Workers. Thanks.—*Tier 1 worker*
- 19)** You said it best—equal work equal pay. That is what union was founded on. If don't change I hate to say but I'll be the first one to drop out of union. Even though I wasn't raised like that, coming for UAW family. We just can't take it anymore.—*Tier 2 worker*
- 20)** In Lordstown, Ohio 2nd shift has the majority of tier 2 workers so it seems that management uses this to their advantage by unevenly distributing the weekend overtime. Second shift has been forced to work 4 or 5 more weekends than first and third shift. This is because they don't have to pay as much in overtime to work tier 2 employees making \$14 an hour and on Saturdays if it's not for straight time it's \$21 an hour, which is still significantly less than a tier 1 worker's normal wage. Also there is a lot of tension between the two tiers because of the pay difference. Tier 2 workers feel disrespected and used and it's not what a union should be.—*Tier 2 worker*

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- 21)** I have been a temp now for a year and a half straight with no benefits, no holiday pay, no sick time, noting. I would like for them to at least hire me in so I can provide for my family and make an honest living with some benefits so I don't have to be an emergency room gypsy anymore. At this rate I'll have to file bankruptcy just because of medical bills alone.--
Temporary worker
- 22)** In my plant, management seems to treat Tier 2 better than Tier 1 to create resentment/whipsawing and tension in the workplace. In my own personal experience, I was told there were no open jobs available to me although I know for a fact there are regular temps and supertemps "placed" on secondary job openings. It seems as if seniority means next to nothing at my plant anymore. I know this is a little different than Tier 2, but the divide and conquer is omnipresent whether pertaining to Tier 2, temps, supertemps, etc. --
Anonymous
- 23)** On the percentages of Tier 2 and flex and temps I'm not exactly sure. They haven't hired any tier 2 since I was hired back in 2008. Anybody that has been brought in is a temp who makes even less than I do.--
Tier 2 worker
- 24)** Two tier [wages] are going to be used against us during this and future contract negotiations.--
Tier 1 skilled trades worker
- 25)** I think that we will all be one tier, Tier 2s will come up \$6 and Tier 1s will go down \$6 someday. This is crazy, we should all be making \$29 an hour. GM is making huge profits!
—*Tier 1 worker*
- 26)** I feel we might have to have a tiered system due to current economic conditions. After new people get hired they should be able to work up to top wage within a contract.--
Tier 1 worker
- 27)** Those of us with any kind of seniority have to watch our own backs. This Union works with management to be able to fire us, whether you get hurt in here, or with the attendance [policy]. Thought we were "innocent until proven guilty." "Guilty until proven innocent" this company says to workers! --
Tier 1 worker
- 28)** Don't know what voting or grievance rights temps have, seems to change from year to year.--
Tier 2 worker
- 29)** We are a single tier here at Dearborn Truck. Even at our wages now we can't afford the bills we have with prices continually rising and our pay staying where it's at. I am against any loss of pay or tier hiring.-
-Skilled Trades worker
- 30)** Ex-Detroit Diesel/Allison, Inland Fisher Guide, Saginaw Gear/Axle, Romulus Transmission, Will Run employee still laid off. Working on #6 plant and hope to receive monies of \$300 per plant worked added to our retirement for the stress and hardships that caused: divorce, dysfunctional families, abuse, harassment from other employees and foremen for taking their kid's job because we had more seniority, etc.,

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- etc., etc.--*laid-off Tier 1 skill trades worker*
- 31)** I don't think it is fair for the Tier 2 people to have to work a full year before getting any PA days or vacation time, especially under this attendance rule. Unfair!--*permanent contract worker*
- 32)** I believe 2-tier wage schemes are a continuation of the ongoing attack against working/middle-class Americans.--*Tier 1 skilled trades worker*
- 33)** Second tier served its purpose. Entry level should be at full scale after 90 days or no more than 6 months. Share the wealth to the labor that carries management salaries.--*Tier 1 skilled trades worker*
- 34)** Encourage others to let Int. Reps in on this topic, which causes division on the shop floor.--*Tier 1 skilled trades worker*
- 35)** Management is to blame for the friction. In my case, management will and does investigate certain jobs to find out where the overtime is most needed. Management will then place a 2-tier worker in the overtime slot (which causes friction between 1- and 2-tier employees).--*Tier 1 worker*
- 36)** The Tier 2 is a big problem. I am tier 2 and have been told by Tier 1s that they make the big bucks and other sly remarks. I am a single father and can't afford the product that I build or the life style I feel I have earned.--*Tier 2 worker*
- 37)** There are laid-off workers here, therefore no tier workers are employed here.--*production worker*
- 38)** We have no 2nd tier members yet.--*production worker*
- 39)** The two-tiered system is a joke! I work in an area where there are 7 Tier 1 and 1 Tier 2 and the Tier 2 employee feels they don't have to do the same amount of work because they get paid less.--*Tier 1 worker*
- 40)** January 17, 2007 remains as a personal day of infamy for me. I was happy and ecstatic to know that I had become a part of the most dominant work force on the planet. Many view working at GM as the pinnacle of the production/manufacturing world. All year was spent making vehicles I considered buying, and earning a paycheck that gave me hope for a good future.
- 41)** Fast forward to Autumn 2007... While working, a few of the employees I entered GMS classes with checked out at the Visitor's Center in order to become a fulltime employee. I thought, maybe they'll call me in soon, or later. Come to find out, my name wasn't on the list and the cut-off date was January 16, 2007. One day, and nine seniority spots dashed all my hopes, dreams, and opportunities and sent me on a journey of struggle, with bitterness towards the contract, certain Union members, and GM. --*Anonymous*
- 42)** In January 2008, I didn't know what the future held. I saved up enough money to help get by for a few

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months, but just couldn't keep up. Unemployment and a part-time security job only go so far.

Thankfully, in June, I was able to return to LDT, but... at almost half the pay. I wasn't happy at first, but I stuck it out and hoped for another opportunity. --*Anonymous*

43) Fast forward to winter of 2008, and another lay-off... --*Anonymous*

44) By the start of 2009 I realized I can't depend on GM anymore. I had to do something else. Being laid off again sent me in a depressive state and I lashed out emotionally against my wife (at the time). I knew I had to find work because it isn't in me to sit around and do nothing. I attended job fairs and sent numerous applications via internet, mail, and in person hoping someone wanted to bring me aboard. Nothing happened. Credit cards were used to survive, and financial strain began to take its toll on my former marriage. I decided to take advantage of the "No Worker Left Behind" Program and took Medical Assistance Training classes to restore hope for a future. About seven or eight months of not being employed left me second guessing myself, but when I returned to GM, I had hope in that there would be another opportunity. Again... by Thanksgiving, those dreams were dashed. Struggle and strain was the norm. Working 4-10s, and going to school fulltime left me mentally and physically drained. Losing my job again sent me into a further depressive state and I became

angry with a lot. Needless to say I'm divorced now. --*Anonymous*

45) I don't blame GM or the UAW for my actions and decisions, but knowing I could have had some financial security would have made things better in all areas of life. Imagine if all the 500 temps were hired... - Lower unemployment rate (not a large percent, but still would have been lower) -A slightly better local economy -None of this disdain, or compromised solidarity would be going on right now. While I am happy and grateful to be employed with the current wage I'm holding, I know for a fact this system with Tiers isn't ethical. Knowing how it managed to come in effect angers me more than anything. A lot of us feel cheated. Not only because of the money, because of opportunities.--*Anonymous*

46) Being able to start a side business was a dream of mine, to buy a house, help my ex-wife pay for college classes.... Securing a future were simple opportunities I see Tier 1 employees live out every day. I feel swindled, frustrated, cheated, lied to because I'm in a Union but not getting equal opportunity. All people want in life more so than anything is a chance; a moment that tests their fiber so they can be the best they can, or to be trusted, or anything to instill hope within them and/or others. --*Anonymous*

47) Tier 2 employees aren't getting that. A lot of us gave up older jobs to enter the pinnacle of production,

Survey Results

only to find it isn't what it used to be. My recent financial state has left me in thousands of dollars in debt, and I'm experiencing acne breakouts like a 16 year old working at McDonald's...YES, that is how stressed I am. Stressed knowing I could be broke at any point in time, stressed because if layoffs happen again, I'll be one of the first to go. While I am assured that the newly elected officials at Local 602 have a better Union frame of mind than the '07 regime, there is still an air of mistrust and uncertainty until we are all truly a UNION. A strong body of workers, solidified in purpose, understanding, and goals; equal across the board no matter what race, creed religion, sex, gender, preference. I believe in what Unions stand for, I also believe that GM needs to be a powerful force in the nation's economy. The only way for those two effects will happen is if we, the workers, are equal. Maybe I'm dreaming, but anything is possible. Thank You.—*Tier 2 worker*

48) Our unions are playing right into the hands of corporate America's divide and conquer strategies. Equal pay, stop outsourcing, stop offshoring, instate a true COLA based on actual

increases & reinstate retirees benefits. —*Tier 1 skilled trades worker*

49) I would like to see us get some of the things we lost back like better Health insurance, profit sharing, for seniority to mean something at GM again and for people with a lot of time to be able to get some of the better jobs after working 20 yrs. or more on that line. I would like to see 8 hr. work days because 10 to 11 hours a day 6 n 7 days takes its toll on our body's it doesn't matter how old you are. I would like the jobs to not be over loaded so we could take a drink of water and not be in the hole. I would like to see so much change out. There is not enough space for all of it I would like management held accountable for their actions. When they mistreat the workers. We have supervisors that treat people very bad but nothing is done when they are reported. I would like UAW INTERNATIONAL take care of all the issues we are having with our union representative at our location maybe when those issues are taken care of something could get done at our plant.—*Tier 1 worker*

About Us

What is the Autoworker Caravan?

The Autoworker Caravan is an independent UAW rank and file advocacy group that is dedicated to promoting the interests of U.S. autoworkers and retirees. It is primarily based in Detroit Michigan, but by collective action has a network of activists covering many major American facilities operated by GM, Ford, and Chrysler; along with various automotive parts suppliers. The Caravan is composed of both active and retired UAW members.

Autoworker's Advocate

The Autoworker Caravan promotes social ideals such as solidarity, labor justice, equal rights and green economic progress. Some Caravan members produce articles, op-eds, blog posts, YouTube interviews, and are frequent guests in the media. They also conduct workshop conferences and public forums to broaden the parameters of automotive policy debate to allow greater consideration of labor's role.

The Caravan stands for the rights of workers. Those rights include Equal Pay for Equal Work, and time to read and discuss the actual contract language (not just a summary) with coworkers before a ratification vote.

History

The Caravan started as a shop floor effort to defend autoworkers before Congress during the 2008--2009 auto-bailout proceedings on Capitol Hill. In December 2008, the rank and file came together to argue for the interests of autoworkers in the face of wholesale attacks against UAW members in the midst of the financial meltdown and subsequent bankruptcies of GM and Chrysler. The Caravan grew in response to the 2009 labor contract modifications forced upon workers on the eve of each automaker's 2009 bankruptcy. Caravan members supported UAW bargaining committee-man Gary Walkowicz's campaign to reject similar labor contract modifications later that year at Ford. The effort successfully preserved Ford workers right to strike.

Caravan volunteers have organized protests annually in front of the North American International Auto Show in Detroit since 2008. They have demonstrated to bring attention to autoworker sensitive issues such as the Korean Free Trade Agreement (KORUS), the tiered wage system at the Detroit Three, and plant closings, just to name a few.

Recent Slogans

- An Injury to One is an Injury to All
- Equal Pay 4 Equal Work
- End 2 Tier
- Green Jobs and Health Care for All
- No Phony Profit Sharing

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