

**We Shared Equally In Sacrifice.  
We Should Share Equally In Ford's Success!**

**A**s Yogi Berra would say its Déjà Vu all over again. In 2009 we reopened the contract to help Ford Motor Company stay afloat. We gave up raises. We gave up performance bonuses that were agreed to in place of raises. We gave up COLA. We gave up break time. We gave up Christmas bonuses. We gave up a holiday.

In return we asked for a couple things. First, when our company got back on its feet we should have those concessions restored. (Remember the contract language on these matters was **SUSPENDED!**) The other was that management and executives share our sacrifice. That wasn't enough for the greed of our corporate masters. They came back in six months asking for more hand outs from the workers, with the support of our International President and Vice President.

Immediately following the rejection of this ridiculous second round of concessions two things happened. First; Ford turned a billion dollar quarterly profit for the third quarter of 2009. Second; Ford reinstated much of the salary employees pay and benefits they had taken away. Our International Vice-President was "outraged"! It turns out there was contract language that requires equality of sacrifice. So, a grievance was initiated at every plant in the Ford system at the recommendation of Vice-President King. Two years later that grievance still languishes in arbitration.

**F**ast forward to September 2011. The contract that our International leadership brought to us for ratification made **PERMANENT** the concessions that were suspended in the 2009 modifications. This was after Ford posted ten consecutive quarters of incredible profits totaling \$13.7 Billion. Then, to add insult to injury, the company announced that salaried employees would receive both a 2.7% pay increase and bonuses in 2012. Sound familiar?

The problem now is we don't have any recourse through the grievance procedure. The equality of sacrifice language has been eliminated! What recourse do we have? We would like to send a message to Ford and the UAW. If the contract can be reopened to save our company when it was struggling, it can be reopened to restore some of our sacrifices that helped make that turn around a reality.

