

Do they think we forgot why we voted NO in 2009?

Vote NO!

Ford is rolling in profits and Wall Street is tickled to see this contract. But we don't even get the concessions back--from COLA, to Annual Improvement Factor, to Easter Monday. Retirees lose the Christmas bonus and the legal services plan is being phased out—read on and find out more. We voted NO in 2009 to preserve the right to strike, **but you wouldn't know it from this contract.**

- **COLA is gone forever if we can't restore it now, when Ford is making big profits.**

Bloomberg News quotes Bob King:

“Would [the members] like fixed rate increases? Sure they would. I'd like to give it to them, but they know the competitive structure as well as I do.”

A lump sum is not a Cost of Living Allowance keyed to inflation. King's words "fixed rate increases" mean **increases in the base hourly rate**, like the 3% Annual Improvement Factor and COLA that we lost. Scott Houldieson of Chicago Assembly has a good comeback: “Frozen COLA and second tier wage increased to full wage combined would have reduced profits for 2010 to a mere \$6.41 billion dollars! How is a company to survive on that?!” A 4% wage increase for the first year of the contract would amount to \$95.5 million--less than the stock awarded to Mulally and Bill Ford in 2011. What a time to eliminate Equity of Sacrifice from the “Unpublished Letters”!

- **Second tier comes up only to average NON-union industrial pay.** Ford needed this anyway to get workforce stability. If we sell out our children, they won't defend our pensions. They only get 13 weeks SUB. **UNITY = Equal Pay for Equal Work**, not second class citizenship. Brother Houldieson also wrote: “Forget all the happy talk about the FTSM Morale Matrix. The company knows it has a better chance of controlling us if they can keep us divided.” Gary Walkowicz of the Dearborn Truck Plant wrote: “The biggest concession is that 2-tier will continue.” Four more years with no way to get into first tier.

- **If Ford hires permanent 2nd tier workers, the contract contains loopholes** that let them hire way more than the supposed 20% cap--including some whole plants that are 2nd-tier only. Either way, everyone is undermined by non-equal pay for equal work. Will Ford even hire true 2nd tier? Last time we checked, all but 100 nation-wide were LTSs, not permanent 2nd tier. We have a three tier membership. Why is insourced work not counted toward the 20% cap on entry level numbers?

- **Pensions: New low for the UAW:** No increase. Retirees who still had Christmas bonus lost it.

- **VEBA: Health care is still inadequately funded.** New VEBA funds come only from the profit-sharing gamble. 30 & Out means little--if you're afraid to retire before Medicare!

- **“Manufacturing Work Groups” combine production and skilled trades.** This undermines trades classifications **and** undermines production workers' chances of real advancement through apprenticeships.

- **Overtime:** Time and a half after 8 hours is not restored. Increasing Alternative Work Schedules are designed to eliminate overtime pay as much as possible. We should make enough to not need overtime.

- **Without real barriers to outsourcing, the outsourcing will continue and increase.** “Sourcing moratorium remains intact,” say the Highlights. But we see outsourcing all the time.
- **Working conditions:** Lost break time is not restored. Alternative Work Schedules undermine working lives and family lives.
- **The 2011 UAW Bargaining Convention** endorsed domestic partner same-sex bereavement pay, but it’s not in this contract.
- **We need a contract that helps organize the unorganized at Toyota, VW, Honda, Mercedes.** Non-union workers need to see us as a *fighting union*. There has been no national Ford strike since 1976!
- **ACH workers** should simply be made full Ford workers now—rather than waiting for openings.
- **What’s the alternative to voting Yes? Vote No, send them back** to the table to get what we deserve. And show Ford some real strike preparation.
- **“Creating” and “saving” jobs?? What does the record tell us about promises like that?** Ford will invest in what it thinks is profitable. The contract will not force Ford to add jobs if business conditions are not good and we don’t have a fighting union. **Every contract for decades has been presented as a “job security contract,” but UAW-Ford has lost half its membership since 1999.** Now Twin Cities MN and Walton Hills OH plants will close. And as the Autoworker Caravan wrote about the GM contract: “Shifting work from one plant to another isn’t ‘new’ work. Laying off autoworkers in Mexico is not ‘creating jobs’. Talk about new work, why didn’t the Union challenge the corporations to make fuel-efficient buses that every U.S. city could purchase?”

See more Vote No leaflets and analysis at:

www.autoworkercaravan.org, www.soldiersofsolidarity.com,
www.factoryrat.com

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