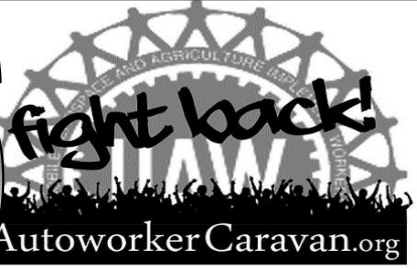


AUTOWORKERS



Fight Back For Our Future!

The Big Three and the UAW will soon negotiate the 2011 contracts. The companies are back to making billions, after autoworkers were forced to take steep cuts in pay and benefits to match non-union autoworkers in the south. UAW-represented entry-level workers today, are paid **\$5-7 hr. less than the average U.S. manufacturing worker!** By paying hourly rates of \$14, they plan to hire upwards of 35,000 to eventually force out and replace the remaining tier 1 workers.

Last year, Ford posted a \$6.6 billion profit, and GM posted \$4.7 billion; Chrysler has posted profits of \$116 million so far in 2011. In the meantime, the executives have rewarded themselves handsomely. Even with bankruptcy related caps, GM's CEO was paid \$9 million, and Ford's made \$26.5 million, including \$9 million just in bonuses! Ford's was so excessive that UAW President Bob King felt compelled to call it out as "morally wrong."

Beware of Bait and Switch

The companies, however, don't care about morality. They aim to take advantage of the UAW's new, "non-adversarial" approach, to ignore the membership's needs. While management and the Union leadership talk about rewarding workers, all they have in mind is "profit sharing," "gain sharing," and "signing bonuses." These "gifts" will come from the \$7,000 to \$30,000 that every worker already gave up since 2005. They are nothing more than bribes to win ratification of new agreements that will effectively freeze wages at their current depressed levels. This is unacceptable!

Say Yes to Fairness and Equality

The companies have no intention of reversing the discriminatory two+ tier system. While Brother King says entry-level workers deserve to be brought up to the same level as tier I workers, he also says **now is not the time**. The principle of **equal pay for equal work** is a universally-recognized basic human right included in the UAW Constitution, which requires the Union to create a **uniform system of higher wages**. The time to establish equity is now, not only for our own members, but as part of a strategy to organize non-union workers. Why would they want to join the UAW if our plants mirror non-union plants?

Stand Up for What's Right!

In 2009, 40,000 Ford workers **rejected** contract concessions demanded in the name of "**Keeping Ford Competitive**." The "no" vote did not keep Ford from increasing market share, amassing huge profits, and doubling CEO compensation. Hindsight shows autoworkers should no more dance to this tune now than Ford workers did then.

In the face of all the sacrifice our membership has been through, we demand Union negotiators focus on winning back fairness and justice!

Five Priorities for 2011:

1. **Equal Pay for Equal Work - eliminate tiers.**
2. **Make all temporary workers permanent.**
3. **Reinstate the Cost of Living Allowance (COLA).**
4. **No more plant closings - Re-open & convert shuttered plants to produce green jobs.**
5. **Full disclosure & right to ratify all contract changes - no rushed vote.**

in solidarity,

Nick Waun	GM / Local 1112	Martha Grevatt	Chrysler / Local 869	Judy Wraight	Ford / Local 600	Mike Karl	GM / Local 602
Gary Walkowicz	Ford / Local 600	Eric Truss	Ford / Local 600	Brett Ward	Chrysler / Local 1700	Robert Morris	Ford / Local 600
Don Kemp	GM / Local 598	James Theisen	Chrysler / Local 212	Brett Hoven	Ford / Local 879	George Windau	Jeep / Local 12
Jeff Brown	Ford / Local 3000	Cathy Abney	Ford / Local 600	X Nate Mosley	GM / Local 2164	Shontelle Paul	Ford / Local 600
Juanita Cadman	GM / Local 602	Rondo Turner	GM / Local 23	Victor Bean	Ford / Local 600	Alex Wassell	Chrysler / Local 869

and many more.....