

It is Time to Save OUR Jobs, Save OUR Plant and Remember Who We Are!

The International United Autoworkers Negotiating Team will be joining us here at TCAP this week to “sell” you the newly negotiated, not yet ratified, four year contract. They will tell you they were successful in “winning raises” for our second tier coworkers, they “secured” commitments to insource work and add thousands of jobs, they will make sure you realize they fought for some fast money for you before year’s end. “It’s a great deal. Just sign here “..just like a used car salesman might tell you. Folks, It’s time to kick those tires.

Any person knowing the minimum about the UAW’s history is aware that the UAW fought tooth and nail for EACH member, EACH job, Equal pay for Equal work, Safe working Conditions, Weekends. Brothers and Sisters worked, bled and died for these basic premises and secured the Right to good pay and benefits for a fair days work. It is our RESPONSIBILITY to ourselves, our coworkers, our Union and all those that “Fought the Good Fight” before us to UNDERSTAND what this proposed contract takes from everyone of us.

Time to kick some tires.

- **CASH** – You are promised, if ratified, this contract will provide ALL members a \$5-6K signing bonus, an upfront payment on half of this year’s profit sharing, and a \$250 bonus near Christmas..\$10 GRAND. That’s GREAT! At what cost? Why, it’s there to blind you to the remainder of the contract. MONEY TALKS. Remember to tax that \$10G at 41% before you take it to the bank. Remember that profit sharing was already yours, due and payable in March 2012 (whether or not you remain working at Ford). Remember NONE of this money is reflected as earned



Ford goons beat up UAW Organizer Richard Frankensteen for his terrible crime of demanding wage equality. Our old UAW heroes never stopped fighting for a Just Wage for all.

income but as a bonus and will not reflect as earned monies on future Social Security payments. ..and the hidden language ? (there always is hidden language in the Highlights) NOT ALL employees will receive this money. No signing bonus if you started after September 14th of this year, no profit sharing if you started after June 1. **Have I got your attention yet?**

- **Second Tier Pay Increase – Equal Pay for Equal Work. That should say it all.** Increasing second tier wages by less than \$5/hr over four years may sound good initially, if you are second tier, but it falls far short of equal pay. Ratification of this contract assures continued “paying down” of any new hire starting in the next 4 years. When they hire everyone in at the lower wage you can say that two tier has been eliminated but then you have to accept that we have just taken a \$10 an hour pay

cut. If you have the years that this doesn’t affect you, you need to face that by ratification, you are assured no pay raise in the next 4 years..That’s ten years now without a raise...but you did have a COLA....You don’t now. WE SHOULD BE RESTORING WAGE EQUALITY UPWARDS!

- **Securing New Jobs** – Well, this is good, on the surface, but it does nothing for you or your coworkers here at TCAP whose jobs have been exported to So. Africa and Thailand. The company stated they would not cut jobs then and even add 10,000 in the 2007 contract. Now, 17,000 jobs lost since that “commitment”. Ten hour shifts and the addition of “crews” deplete jobs, not add them. Monies going into other plants was earmarked previously, brought up now for the membership and media to be dazzled to Ford’s commitment to job growth and recovery in this coun-

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try. Overtime pay is great for each individual, but costs jobs in the end.

PLANT CLOSURES – The Company has rebounded financially, without benefit of any taxpayers bailout monies. A PR bonanza! This plant needs a major retooling, which certainly isn't inexpensive, but remember the State of Minnesota offered millions toward that retooling. The Army Corps of Engineers offered to buy the land and lease it back to Ford AND clean up the property once the Plant closed. Both offers were declined. There is money for re-

tooling...The Company COULD make a commitment to keep all plants open and filled PROFITABLY if there were a United front demanding the same.

We are not the only Plant at risk. Why close them? Simple greed economics...Cheaper labor off shores. Think your work is gone for good should the Plant close? That's just silly...

Remember Atlanta and the Taurus. Close the Plant, quit the Taurus. Rename the Taurus to the 500, then rename again to the Taurus. Moved and still produced. The World Ranger will be back, your job will be back, but not in Minnesota, and the job will belong

to someone else.

FOUR TIRES...and there is so much more.

What to do?

- Demand an end to the play of Local vs Local. We are all in this together. Each job is important and must be saved.
- VOTE NO to send the Negotiators back to the table and get it right. Each job, and each Plant must be saved.
- If you encounter an IUAW rep this week, ask him or her how much they make? Tell 'em "I'll settle for what you make AND every job



Let's not let our Troops come home to any more unemployment. There are now 46 MILLION Americans in poverty because of outsourcing. Everyone talks about job creation but the first step in creating jobs should be protecting the jobs and plants we still have. We need and America needs:

GOOD JOBS FOR ALL!

Be sure to read thru all language, not just the Highlights.

Make a point of meeting at the UAW 879 Hall this Thursday after work.

Support the Main Gate Occupation Outside the Gate (NOT INSIDE) before and after work. Breaks and Lunch coverage also needed!

The Carl Boye Brigade

**Kit Kennedy, RN, Chair
TCAP Employee, 14 years
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Speak your mind:

**Check out UAW Solidarity Now!
on Facebook .**