

**Spark at Ford Rouge**  
**October 7, 2011**  
**Write to: Spark (at Ford)**  
**P.O. Box 02309**  
**Detroit MI 48202**

### **Wage Increases and COLA – Gone for Good**

The 2009 concessions were pushed on us with the promise that the concessions were temporary.

Instead, the new contract permanently eliminates base rate increases, permanently eliminates COLA, even eliminates the yearly 3% performance bonus.

It's all gone – if this contract is ratified.

### **We Want Our Stuff Back**

They give us \$9700 in bonus and profit-sharing before Christmas, taxed at 42% – to try to sell this contract. But we have to live for the next four years. With inflation and the economy the way it is, we need wage increases and COLA!

### **Thieves!**

They dare try to push this contract on us after Ford had two very profitable years? After it accumulated enough money to invest in Mexico, Brazil, China and India. After it gave hundreds of millions to its executives each year. Robbery!

### **Take the Bonus Paid to Bill Ford and Mulally**

The 98.9 million dollars that Mulally and Ford got last March just in a bonus is enough to pay for a 4% wage increase for 41,000 of us put together!

### **Get Rid of Two Tier – It's Pulling Us All Down**

Since two tier was snuck into the contract in 2005, and reinforced in 2007, 1<sup>st</sup> tier workers have had no base wage increases, we lost over half of our COLA in diversions and then had it cancelled.

This contract would condemn 1<sup>st</sup> tier to four more years without any increase – and second tier to increases that don't keep them out of poverty.

Some people say that if we don't get rid of the two-tier division it will be used to pull us all down.

It's already happening. We're all going down.

### **Jobs? What Jobs?**

Look at the numbers. Where are all these jobs they've been promising when the head count is decreasing? Jobs were lost faster than the ones they claimed they were bringing in. Since 2003, Ford went from 95,000 to 41,000.

Judge liars by what they do, not by what they promise!

### **Jobs? At What Pay?**

Workers at ACH plants can sign up to transfer back to Ford when and if there are openings – but they will come in with “entry level employment status.” Meaning two-tier wages and few benefits!

Workers at Rawsonville and Sterling Axle will be hired or re-hired as two tier.

Workers to be hired at plants where sub-assembly work is to be “insourced” will be hired in or transferred in as two-tier.

Sub-assembly and other work to be brought from parts plants comes in at two-tier wages.

In “certain” plants, production workers can get a one-time incentive bonus – if they agree to shift to two-tier!

Promising jobs from Mexico, China and Japan doesn't mean more work here – it only means more of us will be working at two-tier wages.

### **Deadly Life in these Plants**

“Alternative work schedules” are made permanent. Sunday overtime is made mandatory in many schedules for work beyond 40 hours.

We don't get back lost holidays, we don't get back lost break time, we don't get back overtime premium after eight hours in a day.

How many years does this all take off our lives? Are those bonuses put at the front of the contract worth it?

### **Pushing Skilled Trades Toward Extinction**

The mechanical teams will gut the trades. And everyone, skilled and production, will be working in more unsafe situations, with people doing work they aren't trained to do.

### **Another Trick in Their Book**

They postponed the grievance hearing until November. Do they think we are going to fall for early profit-sharing and be tricked into accepting some chump change for the grievance? We are owed that money from the 2009 concessions deal.

### **Behind the \$9700 Carrot Is a Big Stick**

This contract takes money from retirees, keeps two-tier low, pushes the rest of us down and for what? Carrot money up front – to hide the stick coming at us over the next four years. How could any union rep try to push this on us?

### **The Media Does a Sell Job, Calling it a Rich Deal**

Yes, for the company and for Wall Street!