



Local 551 Chairman's Analysis of the National Agreement



I want to put out information on the **tentative agreement** that the IUAW and Ford Motor have formulated. As with any process of this magnitude the end result will always be one that it is easy to pick one or two items and try and sell or knock down an agreement. I have always maintained the viewpoint of a clear coat paint sprayer and how would I view agreements and contracts through that lens. My goal in this letter is to answer common questions that have been raised to the UAW structure and dispel rumors and scare tactics that can lead to brothers and sisters making decisions on part of the information.

First off, as the Plant Chairman and as the leader of the local UAW it is imperative that the membership knows my stance and my take on the agreement. Based on the facts I will lay out I support this agreement and am confident that if ratified will move the members to a more secure and prosperous spot. With this being said any **Collective Bargaining Agreement** is just that a collaborative effort in which neither side gets 100% of their demands. All the information I will lay out is clearly defined in the Red 2011 UAW-Ford Contract book that is now available to all Units, District Representatives and I. Any question that the membership has please feel free to check for yourself in the full contract book. For over 1000 of our brothers and sisters ratification of this agreement will lead to immediate seniority post dated to the day that the LTS's started. There will be no litmus test for LTS's to be made seniority but your work record does continue with no reset. So for example if an LTS was hired on 10/4/2010, as of ratification that would become your seniority date, with all the rights such as vacation and personal business days. Added to this is an immediate pay increase for all these brothers and sisters which are not as high as we would like to see but a good step in the right direction.

Next when I add up the **lump sums** and **Inflation Protected payouts** over the course of the agreement this is substantial for every brother and sister in our facility. This agreement does cap the profit sharing of what can be paid out but with the addition of all of North America to the equation this caps will still put the vast majority of members at levels of profit sharing never seen before. One note about the payout that will occur in November of this year upon ratification is that it is part of the profit sharing that would have been paid out in March of 2012, so this is front loading the payment to this year. Next and most significant for **Chicago Assembly** is that with the momentum of this agreement the security for our workforce will be without question as solid as any assembly plant in North America.

I have great **respect** for brothers and sisters who take principled stands and may disagree with my analysis. At the end of day good people can disagree on contracts and issues with the ramifications that this **National Agreement** has on the **UAW workforce**. What I **do not have respect for** are **individuals** or groups that use partial truths or straight out lies to try and sway members to vote yes or no. Some of these examples are those that would tell the membership that the **right to strike** has been taken out of the contract, this is patently **false**. There are individuals that claim to be leaders and put out letters that tell you to vote no and offer not one solution. If saying no to everything was viable electing leaders would be a waste of time, the membership could put a mannequin in the corner that said no and get the same results. Which ever way the membership votes this is an exciting moment for our local for the following reasons, we will be the first local to vote and I am confident the turnout will be enormous. And as far as the direction of our local please check the facts of individuals that would try and scare you one way or the other and ask yourself why would these individuals put out easily disproved lies if for no other reason their personal agenda. Just **2 years** ago many of these individuals were pushing **concession contracts**; this is a reversal of that path. As always please bring questions at any time to the local leadership team and we will get you the factual answer.

In Solidarity,

Grant Morton, Plant Chairman