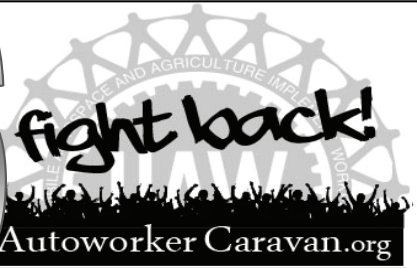


# AUTOWORKERS



## End Two-Tier & Defend Union Solidarity!

**It's an old game with a new twist:** management divides us so that we squabble with each other, while they enrich themselves at the expense of our Sisters and Brothers. They slice us up in many ways—by race, nationality, gender, sexual orientation, religion, and age—giving preferential treatment to one group, while treating others as inferior. This time they're using **tiered wages**. "Entry level" workers make half pay, while so-called "long-term supplementals" and "temporary" workers wait indefinitely to be made "permanent." Many workers inside the plants now work for outside companies, some for as little as \$10 an hour. At some Ford plants they make differently paid workers wear different colored uniforms!

**Two-tier contracts mean barely livable wages** and inferior benefits for new hires, which the bosses use to threaten and undermine the higher-paid workers. Management's goal is to push UAW workers down to the level of non-union plants located in so-called "right-to-work" (for less) states, by eliminating the 1<sup>st</sup> tier workers. **Think it can't happen in your plant?** Look at what happened at GM's Lake Orion Assembly: last year GM and the UAW secretly agreed to force 40% of the 1<sup>st</sup> tier workers to take 50% pay cuts down to 2<sup>nd</sup> tier. (Workers who refused this \$30,000/yr. pay cut were given two weeks to relocate 250 miles away to another plant in another state!) Their excuse: making small cars requires small wages. But the companies are already paying less for labor on small cars, because it takes less labor to build them.

**They say that we can't end two-tier contracts** because that will make us uncompetitive with Toyota and the other non-union companies. **What are the facts?** According to a Reuters article by Bernie Woodall, "The Detroit autoworkers now have an average all-in labor cost of about \$49 an hour for Chrysler, \$58 per hour for Ford, and a reported \$60 for GM, compared with between \$50 and \$55 per hour for Toyota's U.S. plants." Does UAW President Bob King plan to negotiate the \$49/hr. figure for all the Detroit Three, on the backs of the 2<sup>nd</sup> tier workers? Won't Toyota respond by reducing their wages? Where does it end? The UAW must fight **against** the race to the bottom, not accelerate our decline in an unwinnable competition among workers.

**All of the companies are taking advantage of the high unemployment**—brought on by Wall St. recklessness and corporate greed—to get those desperate for a job to work for lower wages. Chrysler CEO Sergio Marchionne said as much when he told the UAW that autoworkers must accept a "**culture of poverty**." That's not acceptable, especially when the executives are making millions, and the companies are raking in billions in profits.

**We must demand fairness.** If our negotiators listen only to the companies—and bring us contracts with two, three or four wage tiers—we must vote "**no**" as many times as it takes to get it right.

**equal pay 4 equal work**  
**= Union Solidarity!**  
**"Vote No 'til we end tiered wages!"**

