

New UAW Chrysler Stealth Agreement Reveals the Future

New contracts, negotiated in secret with Chrysler, show our future unless we do something about it. The week of April 23, two UAW Locals at Chrysler engine plants, with guns held to their heads, negotiated "shelf agreements" that give away historic union-won rights. The company did not commit to anything, but the union agreed years in advance to grant the company's wish list if the company decides to place new product at these plants (or in the area) at the end of the decade. The agreement at the Kenosha WI plant was kept secret even after the agreement to make it easier for the company to sell a similar agreement at other engine plants. The agreement at the Trenton MI plant leaked out to the newspapers and to UAW members at other plants (see below).

Despite the fact that the agreements cover events years in the future, the union did not distribute any information before the ratification meetings and then demanded an immediate vote. The union rejected the reasonable request to give members a few days to think about it. What do you say to any salesman that demands you sign immediately and do not check out the facts? What do you say when it is representatives you pay who are demanding that you sign immediately?

These concessions are not to help a company in trouble. They are not the exception --they will be the new **ceiling** for all manufacturing workers in the United States. Workers at companies claiming financial trouble can only expect worse. While one might excuse the local unions at plants that were threatened, it is hard to find anything but contempt for the conduct of the International in these cases. The union could have notified all of its local unions about Chrysler's demands and organized a united response so that plants could not be pitted against each other. The International could have organized a resistance to Chrysler's threats to move individual plants overseas or to non-union areas in the US by promising the company that it could have to take on the entire UAW membership. That is what union is supposed to be about--organization to help us stand together against the company. But instead the International cooperates with the company as it slices us up like salami.

With this approach by Chrysler management and the assistance of the UAW International, every local in every UAW represented plant can expect the same kind of contract forced down its throat within the next 6 years.

The International union participated in the negotiations giving up in advance overtime restrictions and apparently anything else the companies found objectionable in the national agreement and then became the cheerleaders for the ratification. They model this agreement on one the UAW made for the GEMA engine plant at Dundee MI (joint venture of Chrysler, Hyundai, and Mitsubishi) (see Dundee agreement at www.rts-tech.com/meatballs)

Key features of the new agreement include

- An end to daily overtime. Required working day up to 11 1/2 hours
- Relief time for production workers cut from 58 minutes per 10 hour day to 24 minutes.
- Elimination of a most jobs through technology and outsourcing--from 1500 now at Trenton to fewer than 600 jobs. Company selection of who gets jobs.
- Single production classification with transfer rights only once per year.
- Effective elimination of skilled work through outsourcing and requiring skilled workers to work production.

It is never too late to fight back. And if we fail to resist this, we will only get something worse. We can still turn this around by insisting our locals support each other in this fight. We can seek to link up with DCX workers in other countries. And we can give up the pretense of non-adversarial labor relations as long as the companies are doing this to us.

Mike Parker 5/2/06 Labor Donated

MEMORANDUM OF UNDERSTANDING

APRIL 2008

DAIMLERCHRYSLER NEW V6 ENGINE PRODUCTION

[Retyped because of poor quality from document distributed at Trenton Engine UAW 372 local meeting. Possible typographical errors introduced.]

The parties agree that upon ratification of this Memorandum of Understanding and contingent upon state and local government participation as well as program approval by the DaimlerChrysler Board of Management, a new V6 engine will be placed in the Trenton area.

The following understandings have been reached:

1. The parties agree that a highly competitive labor agreement and a flexible, non-traditional labor force are required to produce the new V6 engine in the Trenton area.

(OVER)

2. The provisions of this agreement will remain in place in the new facility for a period of five (5) years from the date of full volume engine production which is currently targeted for the second quarter of 2011 calendar year. The new facility will focus its efforts on the optimal processing of three core components cylinder block, cylinder head and crankshaft, and assembly.

3. The new facility will operate in a team based production environment and the parties jointly commit to adopt the key components of the Workplace Organization Model (WCM) provided for in Letter 124, Attachment A of the Production, Maintenance and Parts Agreement.

4. The new facility will operate within a framework of one (1) Technical Specialist and one (1) Production Specialist Classification which will be for developmental-assembly purposes only.

5. Wage rates for the Technical Specialist classification will be established at the highest UAW-DaimlerChrysler electrical trade rate in effect. Wage rates for the Production Specialist shall be established at the UAW-DaimlerChrysler Powertrain Team Member rate in effect.

6. A jointly developed Employee Transition Plan will be implemented to include a joint canvass of employees as to their interest in:

- Retirement Incentives or Voluntary Termination Incentives, consistent with current programs, offered effective at the conclusion of 3.3L, 3.8L, and 4.0L production.
- Placement in the new V6 facility
- Hiring in other Labor Markets — Labor Market placement opportunities

7. Employees who select to transfer to the new V6 facility will be:

- Assessed to determine current technical skills and abilities
- Trained based on the assessment to gain needed skills
- Placed in the new facility by seniority and operational efficiency

8. Various support, facility and maintenance functions will be performed by outside partners. These firms will likely be represented by the UAW or other Unions.

9. A UAW represented transitional work force will be utilized to bridge manpower requirements during the transition.

10. The operating pattern will require three (3) crews working ten (10) hours per day, four days per week on a regular rotating basis with a 2.5% shift premium.

11. Overtime will be equalized within the team and daily overtime shall be man on the job. Equalization provisions will commence at full launch. Employees may be required to work up to 11.5 hours. Time and one half will be paid after 40 compensated hours. Up to two crews may be scheduled on Sunday. Double time will be paid for Sunday work after 40 compensated hours.

12. Twenty-four (24) minutes of relief for a ten (10) hour shift.

13. Initial employee assignments will remain in effect for one (1) year after full volume production. Vacancy backfills and the replacement process will be concluded with one move. Team members transferring to a new team will remain in place for a period of one year.

14. A new attendance policy will be negotiated consistent with other industry benchmarks.

15. A streamlined union representation structure will be implemented.

16. Smoke free environment

17. National UAW-DaimlerChrysler wage and benefit provisions contained in the Production, Maintenance and Parts Agreement will apply to this agreement unless otherwise determined by the parties. Other provisions will be reviewed jointly to determine applicability to the new facility.

18. Five year wage progression for prospective new hire employees.

For the UAW 4-25-06

[8 signatures probably all from Trenton Engine]
+ Pete Cutway [AA to Nate Gooden]
Nate Martin [International Servicing Rep]
Robert Spindleman [Region 1A Servicing Rep]

For DaimlerChrysler

[4 signatures]