

NEW DIRECTIONS IN 1990 BARGAINING

We've Had Enough:

- Plant Shutdowns
- Outsourcing
- Whipsawing
- "Jointness"
- Team Concept
- Patronage Appointees



We Need:

- COLA On Pensions
- Shorter Worktime
- Content In Contracts
- Grievance Rights
- Outsourcing Curbs
- Control Of Shutdowns

Remember 1987 ... 1984 ... 1982

Collective bargaining in the 1980's was a disaster. Concessions did not save jobs. Jointness and cooperation left us with less jobs, less income, and less self-respect. Over 60 auto plants were shut down. Over 300,000 auto industry jobs were lost. We will not be able to survive many more "victories" like the '82, '84', and '87 auto contracts. Rhetorical "tough-talk" won't solve our problems. This year we need a plan. A worker-based program and strategy that pulls us from the grip of the corporate agenda, scraps the "jointness" arrangement, challenges the companies investment decision making, and restores workplace democracy through solidarity.

The 1990's Will Be Like the 80's Unless The Membership Stands Up

Top UAW leaders have already demonstrated weakness by engineering the defeat of a Pension COLA protection resolution at the National Skilled Trades Convention. We need a bargaining program the rank and file can support and fight for.

Supporters of the movement for new directions in the UAW offer the enclosed 5-point job and income security plan for this year's negotiations.

Democracy • Accountability • Solidarity

NEW DIRECTIONS IN 1990

The following auto bargaining plan includes, as its centerpiece, a 5-point program of concepts which have been neglected in recent years and strategies which will bring about change.

COLA ON PENSIONS

No single issue enjoys greater rank and file support than protecting pensions with an indexed Cost Of Living Allowance (COLA). P-COLA, as it's called in Canada where the CAW won pension protection for their members in the 1987 round of negotiations with the Big-3, is long overdue. Not only does it give basic inflation protection to retiree pensions, it enhances the early retirement program, protect active worker seniority, and opens up more jobs for younger workers. This is a fundamental question which the union must be willing to fight for.

NOTE: The current International Leadership's stated unwillingness to fight for COLA Pension Protection makes a mockery of the commitment our union made long ago to the strategy of creating both new jobs for active workers and meaningful income security for those who elect to retire at the earliest opportunity. This is one issue we can't let them wimp-out on!

**WE OWE IT TO OUR RETIREES—
WE OWE IT TO OUR ACTIVE MEMBERS**

SHORTER WORKTIME

One of the tragedies of the concessionary 80's is that in 1982 we gave away nine (9) Paid Personal Holidays at a cost of approximately 16,000 jobs in the Big-3, and no effort has been made to reclaim them and renew the drive for shorter worktime. Auto unions around the world have continued the struggle to reduce worktime. Less than the 40-hour work week with 40-hours pay has been achieved in most other industrialized countries in negotiations with the same multinational auto companies, Chrysler, Ford, and General Motors. They continue to compete in those countries and our union sisters and brothers continue to win job security through shorter worktime in those countries.

Its time to stand up for less worktime at higher pay.

The New Directions agenda calls for:

- immediate reinstatement of the nine (9) lost PPH's
- an end to mandatory overtime
- no overtime if layoffs exist at a facility
- double-time for all hours over eight per day and forty per week/ triple-time for Sunday work
- continue the \$1.25 per hour penalty for excess overtime worked, but discontinue the "jointness" funds/ put the patronage armies back to work. Put the \$1.25 in the SUB plans.
- where additional capacity is required beyond a two shift operation at any facility, establish a three shift operation on a 35 hour workweek for 40 hours pay

"If there is no struggle, there is no progress."

Frederick Douglass

Our Canadian Brothers and Sisters in the C do. They have responded to the Auto comp than our UAW leadership. The following is On The Reorganization Of Work:

"... At the center of the management a ness'. Even without the rest of the mana if 'competitiveness' is the agreed upon sions or negotiations based on competi revert to 'what's good for the corporati "... competitiveness puts us on a tread trying to undermine fellow workers. I whose living standards remain below to concessions today and even more conce

OUTSOURCING/SU

Visit any auto related local union in the U immediate threat to your jobs?" The answer will It has become a standard company practice to c part and parcel of the new "competitive- ness" for company proposals to outsource traditional to stop it. The International refuses to interven

The answer is to put the decision in the ha strikable local issue. When the company wa insignificant, take it to the membership for a de jects outsourcing of the work in question, and action would constitute a locally strikable issue to use its full authority and strength throughout t membership and their possible strike action.

It should be further assured in the 1990 nego occur, it go the other UAW shops, either captivo

In conjunction with this initiative the Intern petitive Shop" Department of the UAW and c organization among non-UAW competitors an affected UAW shops.

CONTENT IN

In the 1990 negotiations the goal of Cont bargaining table. We need contractual provisio to maintain a high level of UAW content in their UAW built cars in the U.S.

Already the problem of non-UAW, non-US cost us thousands of jobs. Our domestic corp investment program in Mexico and other low nameplate vehicles for sale in this country. Hi ments would curb this greed-based corporate

Content In The Contracts is an idea who's tin Security initiatives in this 5-Point program wo truly "unprecedented" job security in the 1990

1990 AUTO BARGAINING

...ram to meet the job security concerns of our membership. It incorporates important
...ak new ground in protecting the interests of our members and their communities.

UAW face the same corporate pressures we
...panies "partnership" ploy very differently
...excerpted from the recent CAW Statement

*...agenda is the ideology of 'competitive-
...gement package, we have already lost
...starting point. In subsequent discus-
...siveness, the bottom line will always
...on'.
...mill, a rat-race we can't win. It means
...forces us to compete with countries
...where we were decades ago ... It means
...missions tomorrow ..."*

SUBCONTRACTING

UAW and ask workers " what is the greatest
...likely be short and to the point "Outsourcing".
...outsourc our work and layoff workers. This is
...agenda. Today local union representatives fall
...UAW work and the membership is powerless
...and jobs are being lost by the thousands.
...nds of the membership. Make Outsourcing a
...nts to outsource our work, no matter how
...nocratic determination. If the membership re-
...the company does it anyway, such unilateral
...e. The International Union would be expected
...the industry to support the decision of the local

...tiations that, where outsourcing of work does
...or independent (IPS) facilities in this country.

...ational Union should re-establish the "Com-
...harge it with the responsibility of promoting
...d coordinating solidarity programs between

CONTRACTS

...ent In The Contract must be placed on the
...ns that will force the U.S. auto manufacturers
...U.S. built cars and limit their ability to sell non-

...Big-3 vehicle and components production has
...porate "partners" are engaging in a massive
...wage countries to import foreign made, U.S.
...gh level Content requirements in auto agree-
...strategy.

...ne has come. It, along with the other NDM Job
...uld provide our membership a framework of
...s.

PLANT SHUTDOWNS

Negotiate A Worker/Community Responsibility And Reparations Clause In 1990

A plant shutdown is a catastrophic event. It's impact is different than any other
form of layoff. It concentrates the pain and loss across an entire work force and often,
an entire community. Because of the social-economic costs, the decision to close a
facility should no longer be allowed to be an exclusively private one. Worker/
Community economic leverage needs to be in place even before such decisions are
contemplated.

Since the late 1970's over 65 plants have been shutdown by the Big-3 automakers.
More than 250,000 good paying jobs have been lost as a result. It is time we, as a
union, stopped looking the other way or accepting the company line on plant
shutdowns. The UAW needs a new approach. One which contractually applies
appropriate economic sanctions on a corporation that feel the urgency to close a
plant. The 1990 auto negotiations should become the beachhead for workers and
communities to bring their economic power to the corporate boardroom.

The negotiated Worker/Community Responsibility provision works like this:

A corporation convinced that the shutdown of a given plant or facility was in its
long term best interest would be free to make such a decision. However, by contract,
the cost of making such a socially catastrophic decision would result in a series of
economic conditions being automatically applied.

- All affected UAW workers (including those laid off within 18 months previous)
would be guaranteed five (5) years continuing wages with escalating increases,
AIF, Cola, pension credits and contributions, health care coverage, SUB contribu-
tions, tuition rebates, etc. just as if they were at work. This form of individual in-
demnification would permit workers necessary transition time to accept transfer
options, grow into retirement eligibility, or retrain for other career opportunities.
- The affected community would automatically have an independent economic
impact study provided at company expense. The results of the total loss of gross
community product over a specific period of years to the community would be
determined. That amount would represent the economic reparations the corpo-
ration would be required to contribute to a special Employment and Community
Development Fund. Both workers and community representatives would sit on
the board of the special fund and monitor its distribution.

Once our union took the lead in innovative concepts which protected workers
and communities from anti-social corporate tendencies. This Worker/Community
Responsibility proposal would restore that direction and put the economic weight
of plant closures on the backs of the corporate elite where it belongs. Taking the
profit out of eliminating our jobs.

**The NDM agenda also features income security demands such
as Annual Improvement Wage increases, strengthened SUB,
increased Overtime Premiums, etc.**

This is an agenda which our members can rally around, and if necessary,
fight for. But nothing will help our membership, or make us a real union
again unless we separate ourselves from an agenda that includes the
sham of "jointness", team concept, speed-up's, the clipboard armies,
and the false premise of **workers in competition** with each other. The
New Directions bargaining program is designed for a union that respects
internal democracy, and has the courage to act in solidarity.

***Is Our Strike Fund For The Membership
Or A Security Blanket For The International Union?***

The Strike Fund Question

Like Linus and his blanket in the Peanuts comic strip, the International Union's relationship to our multi-million dollar strike fund is a peculiar one. It has uses that go beyond its original function.

The UAW Strike Fund, once the envy of the entire labor movement, today plays a dual role in our union's affairs. Created as war-chest for defending our membership against the some of the world's most powerful corporations, it is now more often relied on as a refinancing base for local unions, through rebates, and for the International bureaucracy. It is, at it's current level (approx. \$757,000,000) capable of sustaining numerous strikes in small and medium sized companies, where the past decade has shown it is often suicidal to strike, but inadequate to support a lengthy confrontation at Ford or General Motors which was the measure of its original purpose.

In fact, the current leadership literally "worries out loud" about how long the fund would last in a big auto showdown. The same sense of panic affects some local leaders whose treasuries have become dependent on the the rebate. Thirty cents (.30) of every dues dollar we pay goes into the strike fund. At the same time it has been established that if the fund is above \$550,000,000 local unions receive a rebate of Fifteen cents (.15) per dollar back to the local. Additionally, through a series of Constitutional ammendments, the International has authority to use strike insurance monies for other than strikes. While both of these expenditures are righteously defended by the IEB, they have stunted the growth of our strike fund and turned the debate from how it strengthens our position in negotiations, to how to strategically avoid using it.

The UAW Strike Fund has one fundamental purpose. It has been built from the earnings of our membership, many of whom are now retired and hundreds of thousands of whom have lost employment in our industries.

It was funded by workers acting in solidarity. We must be unflinchingly prepared to use it to fight in solidarity for the rights and needs of the membership.

New Directions Member / Supporter

Name _____

Address _____

City _____

State or Province _____ Zip _____

Phone () _____ Region # _____

Company _____ Local Union # _____

Auto Aero Ag. Imp. Parts Office

____ \$30 membership fee - for one year's membership & subscription to *Voice of New Directions*.

____ \$15 for spouses; retirees, & UAW members who gross less than \$12,000 a year.

Check or money order Cash

NDM Membership Form

I Want to Help Build NDM

- I pledge a monthly donation of
 \$15 \$10 \$5 Other _____
- I want a bundle of *Voice of New Directions* to distribute to co-workers. 100-\$8
- Call me about setting up a meeting in my area.

Return this membership application to:

**New Directions
P.O. Box 6876
St. Louis, MO 63144**