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Dear Sisters and Brothers,

Wednesday of this week we attended the National UAW Ford Council and voted overwhelmingly to support Vice President King's recommendation to file policy grievances **in every UAW Ford** and ACH bargaining unit signed by every member protesting Ford's recent announcement to restore certain non represented salary compensation and benefit programs. Vice President King reported that top UAW leaders had immediately protested Ford's announcement and have held numerous meetings expressing our strong disagreement and anger over the announcement.

We are outraged that after UAW members have sacrificed so much to keep Ford viable that Ford would so irresponsibly violate the terms of the letters of **understanding in the 2007 UAW Ford National Collective Bargaining Agreement** and the 2009 Modifications dealing with Equality of Sacrifice and Equity of Sacrifice.

The UAW and Ford have accomplished important goals by working together. Most importantly through our collective bargaining efforts we have kept numerous plants open and put major new investment and products in our plants in the United States when other auto companies were closing multiple plants & shipping work for countries outside of the United States. Many communities have been saved **by** our members' sacrifices to keep products and investment here in the U.S.

Also, through the great work ethic and cooperation of our UAW Ford members working with Ford management at both the plant and national level the Quality of Ford products has risen **to** best in the industry. The fact that we were able to accomplish dramatic improvements in quality at the same time we were going through tremendous churning of the workforce due to retirements and buyouts is unprecedented in any industry and a huge tribute to UAW Ford hourly members who accomplished this in their day to day work.

We cannot allow Ford to make the huge mistake of undermining the morale of the most important players in their path to recovery. Alan Mulally has led this recovery under the theme of One Ford, One Team, One Goal. It is a flagrant violation of the language and principles of our UAW Ford Contract and ill advised in the midst of this recovery to restore compensation and benefit programs for **one** group without equitable restoration to all.

We are asking every member to stand in solidarity and sign the policy grievance protesting Ford's flagrant contract violations!

In Solidarity,

UAW Plant Chair

UAW President