



DIESEL WORKERS UNION

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The Truth Regarding What Happens to Our Contract and Your Terms and Conditions of Employment if the UAW Gets Voted In

The UAW is once again misleading employees by not telling us the full truth about what happens to the DWU Base Business Contract and your wages, hours, benefits, and other terms and conditions of employment if the UAW gets voted in. Here is the truth:

- The DWU Base Business contract becomes null and void. That means a number of things, including:
 - We no longer have a contract governing our wages, hours, benefits, and other terms and conditions of employment.
 - No contractual protection against being locked out.
 - No right to arbitrate a grievance if our rights are violated or we are disciplined or discharged without cause.

- While the National Labor Relations Act would prevent Cummins from automatically reducing our terms and conditions of employment if the UAW gets voted in, this is what that means:
 - The law against changing terms and conditions of employment is temporary; it lasts only until the UAW and Cummins have negotiated to an “impasse” (i.e., deadlock), even if a contract is not agreed to. At that point, Cummins would have the right to make changes to our wages, hours, benefits, and other terms and conditions of employment that were offered during negotiations.
 - The law does not require Cummins to give the UAW the same contract that it gave to the DWU—once we are in negotiations, all items regarding our wages, hours, benefits, and other terms and conditions of employment are back on the table.
 - It is therefore possible that the best contract the UAW is able to get in its negotiations with Cummins would be worse than the current Base Business Contract.
 - The possibility of a worse contract is not just theoretical—the contract that the UAW got with Cummins in Cookeville is much worse than our contract—both in terms of wages & benefits and language—and the UAW took the employees out on a 41-day strike to get that contract! Why should we have any confidence that the UAW could do any better here?

- The only way to guarantee that we keep the wages and benefits in the Base Business Contract is to reject the UAW!