

## **WHAT IS GOING ON AT TOYOTA?**

Most of you have probably seen the recent news articles regarding the UAW's Jobs With Justice campaign at Toyota's Georgetown plant. Unfortunately many important details were left out of the articles. Every Toyota team member and every citizen deserves to have ALL the facts, not an assortment of unsubstantiated accusations.

### ***What is Jobs With Justice (JWJ)?***

Jobs With Justice is a project of the AFL-CIO. The Jobs With Justice project aims to assist unions with unionizing workers by attempting to apply public pressure to the target company.

### ***What is the Workers' Rights Hearing?***

The Workers' Rights Hearing is a public spectacle where the Jobs With Justice arranges for pro-union workers to make public accusations about the company they are trying to unionize. The accusations are heard by a group of pro-union panelists who make recommendations to the target company. JWJ tries to give the panel some legitimacy by proclaiming the panelists to be "community leaders".

The purpose of the Toyota Workers' Rights Hearing is to publicly pressure Toyota into allowing the UAW to unionize TMMK without letting the team members vote. The JWJ panelists often recommend that the target company sign a neutrality agreement that would allow the union to unionize the target company via a card check. A "card check" means that employees can be subjected to threats and pressure to sign union cards, and the employees deprived of their right to vote in a secret ballot election. Neutrality agreements typically require the target company to hand over all personal information on all team members to the union. The union would use this info to pressure team members into signing union cards. Some neutrality agreements are illegal because they amount to collusion which is a violation of federal law.

### ***Why wasn't the Hearing conducted in private and in front of a neutral panel?***

Holding the hearing in private would not put any public pressure on Toyota and a neutral panel would not make the recommendations that the UAW is seeking.

### ***How are the panelists chosen?***

The panelists are chosen by Jobs With Justice and the union that they are trying to assist (the UAW in this case). Not surprisingly, the panelists are pro-union and have significant ties to labor unions. For example, State Representative Reginald Meeks has received \$6900 from the UAW and other labor union organizations. State Representative Jim Glenn has received \$4100 from various labor union organizations. In 2006 the UAW donated \$11,750 to Catholic Charities and in 2005 & 2006 the AFL-CIO donated \$10,000 to Catholic Charities. The Toyota Workers' Rights Panel included a catholic priest. The panel also included an attorney with significant ties to labor unions. As you can see, the panel was definitely not neutral. (Kentucky Registry of Election Finance, [www.unionfacts.com](http://www.unionfacts.com))

### ***The panel has already recommended that Toyota hire temps after 90 days.***

### ***Why did they make that recommendation so quickly?***

Under current NLRB rules, union cards signed by temporaries are not valid. Despite this rule, the union organizers encourage Temps to sign cards anyway. If the Temp gets hired as a permanent team member then the card they signed becomes a valid card for the purpose of unionizing. If Toyota is such a bad place to work then shouldn't the panelists have resolved all of Toyota's "problems" before they recommend that a person be hired? Why do they want to send workers into such "horrible" conditions?

### ***How do UAW plants utilize temps?***

Temps at UAW plants make about \$18 to \$19 per hour, have NO benefits and NO grievance procedure but yet must pay union dues. Temps at UAW plants are called 89ers because they are often released after 89 days. What if they want to work longer than 90 days? Chrysler has temps at it's Belvedere, IL plant that have been temps for 2 years. American Axle has a contract with the UAW that allows for permanent temps. Where is the outrage from Jobs With Justice?

### ***It has been thoroughly documented that the UAW has used HITS (Harassment, Intimidation, Threats) in its organizing campaign at TMMK. Will the Jobs With Justice panelists address this problem?***

It is highly unlikely that the panelists will address these problems or reveal the identity of these individuals. Five of the panelists were asked about the UAW's use of HITS at TMMK but only one panelist responded. The one who responded was asked to publicly denounce the UAW's use of HITS but as of today no public denouncement has been made. The panelists accuse Toyota of "social injustice" but yet they refuse to denounce the UAW's despicable behavior.

This ad paid for by TMMK team members and central Kentucky citizens who desire to protect our community and our jobs from outside organizations with extensive histories of violence, corruption and job losses.

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