

REJECT THE OFFER



Over the past 2 weeks the Ford NJNC Trade Union side have tried to put over on us one of their dirtiest tricks in recent years. 2 weeks ago they decided to reject the company's offer and asked the convenors to call meetings to see how we felt about it. ALL THESE MEETINGS VOTED TO REJECT THE OFFER INCLUDING THE 2 KEY PLANTS OF DAGENHAM AND HALEWOOD.

Despite this last Monday the NJNC decided to recommend acceptance of the offer, saying that the meetings were badly attended! How diabolical can you get?

THE NEW SITUATION

For the past 18 months there have been wage restrictions imposed by the government. This was the big thing about last years claim. People would have been more willing to fight if it wasn't for the government's wages policy, which no one could see how to break it.

This year looked like being the same thing - but with a big difference. The miners decided to fight for a decent wage and were clearly going to win. Heath called the election to save face and lost. His defeat was a victory not just for the miners but for the whole working class.

Now we have a Labour government and Phase 3 is virtually abolished. In this case we have a duty to stand up and be counted. We owe this to ourselves and to our families, because we know we don't come to Fords, work nights and overtime for the love of it. We come here for the money - what there is of it.

HIGHER BASIC

This year it's become obvious to everyone the need for a much higher basic rate. Even those areas such as the Engine Plant which have been used to regular overtime. For the rest of this year, and probably longer, the motor industry, world-wide, is in a big recession. The used car market has dried up and so dealers aren't taking cars in part exchange. Sales are 30% down on last year and spring sales are going to be the worst for years. For Fordworkers this means very limited overtime - if any - and the likelihood of lay-offs, short-time working and redundancies for the coming period.

All the signs are already there, in fact. This is the significance behind the recent moving of people all round the place, being loaned out left, right and centre - often never to return like those loaned out from the Granada in the PTA 6 weeks ago.

GRANADA WALKOUT

Yesterdays walkout by Day shift Granada is a further expression of our resistance against Fords attacks. They want to shut down one Granada shift, put $\frac{1}{2}$ the men on the other shift and $\frac{1}{2}$ on the Cortina shift. This means speed ups from 225 to 300 a shift on the T/C, where its dangerous to cross the lines even now! A few weeks ago the Engine-Pinto men were put on a one shift permanent days. If it wasn't for labour shortages, this cutting of lines would mean redundancies and short time (like at Saar-Louis and Cologne). Increase work loads and redundancies are the next step, if we don't organise. Shutting down the M/H is a direct attack on the union refusal to take on new labour; it solves area labour shortages and allows Ford to cope with the collapse in Granada sales at our expense. They can move us when they want, weaken the strong sections, split us up and continue their control over us. MOBILITY IS THE ENEMY OF ORGANISATION. It breaks up old sections and disrupts organisation in the places where the men are moved to.

£10 + - GUARANTEED WEEK

Last year PTA workers lost about £380 each through Lay Offs, on average nearly £8 each week for the whole year. Remember Ford never actually paid any lay-off pay last year.

We believe we can win what we need at the present time. The two most important things are a big wage increase, of the order of £10 plus, and a guaranteed weeks pay, work or no work. Even £10 won't give us parity with British Leyland! Decent basic pay and a guaranteed week are not seperable - one is no good without the other. We must fight for both. Winning these will put us in a position to demand the 35 hour week.

WHAT WE DO

So this is what we fight for - £10 plus and the guaranteed week, the question is, how best to do it? We believe that at the present time a call for a strike would be a mistake. We are not ready for it because of the lack of savings and other preparations. It is likely that in the present recession and due to component shortages Ford could well tolerate a strike. Also, any strike would be very easy to control and sell out by the officials, as happened in 1971. The best policy seems to be non-cooperation and work to rule. Take the lead shown by the Grenada men, organise against mobility.

We should refuse any management attempts to lay us off. If lay offs are threatened we should repeat the successful tactics of last September. Immediately stop work and stay in the plant until the lay off threat is withdrawn, or full pay guaranteed. The great strength in the PTA and the Body since last September, has been that Fords has been scared to threaten a lay off without pay.

Concretely this involves no making up of schedules, no short cuts by skipping tools, no engines to be left hanging in the air, no work if there is grease on the floor.

The offer has been rejected by the men throughout the Ford Empire. The Stewards have also rejected it at Dagenham and elsewhere.

Ford said they couldn't offer anything on the abolition of the incremental scale for new starters, and the abolition of A grade because of Government Policy. Well we have a new Government now, so they can give it to us.

THE OFFER IS MEANINGLESS. REJECT IT. FOLLOW A POLICY OF NON COOPERATION.

RESOLUTION

We should all go to the mass meetings and the following resolution should be put from the floor:

- REJECT THE OFFER
- A POLICY OF NON-COOPERATION AND WORK TO RULE
TO BE STARTED IMMEDIATELY
- NO MOBILITY ● NO OVERTIME
- NO RECRUITMENT ● NO LAY-OFFS

If you live round Leyton, Stratford or Forest Gate, you can meet us and discuss your ideas on the situation, at 6.00pm on Saturdays at the Thatched House (public bar) on Leytonstone High Rd.

7 MARCH '74 P-P BIG FLAME LONDON FORD GROUP - 659-3895