

## **Eliminate Long-Term Temporary Status**

Whereas, the Big Three auto companies have all enjoyed record profits for the past decade-plus since the end of the 2008-2010 automotive industry crisis that saw two of them near bankruptcy; and

Whereas, the concessionary contracts resulting from that crisis led to concessionary contracts that, among other things, resulted in normalization of long-term temporary employees numbering in the hundreds at some facilities for longer than ninety (90) days; and

Whereas, these workers held in temporary status frequently do not see themselves as equals with their permanently hired union siblings, lacking both the rights and the benefits package that serve to attract and retain workers who would become staunch unionists in auto manufacturing; and

Whereas, halting the practice of extended-temporary workers is in the interest of *all* auto workers: Both because hiring these workers promptly improves the lives of these workers and endears them to the UAW and the labor movement, and current workers will not have to compete with workers who do not enjoy the same rights and benefits for similar jobs; and

Whereas, the UAW must reject the extension of the practice of Big Three auto manufacturers holding employees at temporary status past one hundred nineteen (119) days and fight to ensure workers are promptly hired and become full-time employees as soon as possible;

Therefore be it resolved, the UAW shall reject management proposals for contract language that extends the practice of allowing the auto manufacturers to retain temporary workers past one hundred nineteen (119) days of employment, striking if necessary to achieve these goals;

Be it further resolved, the UAW must take the position that temporary workers who have been employed for more than one hundred nineteen (119) days will be immediately converted to full-time employment while retaining pay levels achieved as temporary workers;

Be it further resolved, that the UAW will seek an appropriate compensation for post-employment income and benefits for those employees kept in long-term temporary status; and

Be it finally resolved, that contract language will be modified to provide that upon reaching 90 days of employment in any status entitles that member to representational rights equal to all other members.