

“We have faced some complex issues over the past year, and through comprehensive discussions with the union have developed solutions that respond to the current and future needs of our employees and retirees while also enabling the company’s long-term competitiveness...” *Caterpillar, Inc., Dec. 2004*

In 2004, we agreed to a contract that has kept our company competitive.

In 2004, here’s some of what UAW members agreed to in order to stay competitive:

- 1) a lower, two-tier wage for new hires
- 2) a lower, two-tier benefits package for new hires
- 3) increased worker contributions for health care
- 4) increased worker COLA diversions
- 5) workforce flexibility, and much more

In 2008, here’s what Caterpillar management gave us in return:

- 1) continued outsourcing of existing work
- 2) a restructuring plan that could lead to more outsourcing and job loss
- 3) job insecurity

Caterpillar workers have sacrificed for job security.



Caterpillar said true job security comes from a competitive contract.

Caterpillar said they reached a contract agreement that provided long-term competitiveness.

It’s time for Caterpillar to deliver.

“True job security for all employees is found in a competitive contract.” *Caterpillar, Inc., Aug. 2004*