

**Statement of Mike Ivey
Materials Handler
Freightliner Custom Chassis Corporation
Gaffney, South Carolina**

My name is Mike Ivey. Freightliner Custom Chassis Corporation has employed me for approximately four years. We are a non-union facility and more than the majority of employees are extremely proud of that fact. The problems we have started in the fall of 2002.

During contract negotiations for their union facilities, the UAW and Daimler Chrysler Corporation reached a neutrality agreement to allow the UAW to try to organize their non-union facilities. There is nothing neutral or fair about the agreement. This agreement prevents FCCC from doing anything positive for their employees, or discussing the situation with the employees. This agreement also allows the union to recruit and pay FCCC employees at this facility to handle their card check system.

The card check system consists of coercing employees to sign a card for the union. If enough cards are signed, 50% + 1 employee, then the facility is considered to be a union facility. In this process of obtaining the needed signatures, there are a lot of untruths told. Employees are told at off site meetings that these cards only represent their attendance at these meetings. What they are not told is that these cards are a legally binding document, which states that the employee is pro union. Thus placing the union one step closer to their goal of complete control of the employee without the employee even realizing it.

Temporary contracted employees are told they will be hired if they sign this card. The union has nothing to do with the hiring of these employees. Cards of employees who have quit or have been

terminated are still included in the count for the union. Where is the fairness there?

If the employees do not work at this facility anymore, then the cards should be destroyed. If things are in the favor of the union, everything is overlooked. If things are for the non-union employees, the UAW always threatens with lawsuits. Where is the fairness?

The union representatives are also responsible for the counting of cards. The employees for a non-union FCCC have printed and provided a petition, which clearly states that they want no union representation at this facility. Seventy percent of all employees signed this petition. The UAW and Daimler Chrysler Corporation received these petitions with no response, nor any recognition. Where is the fairness?

This is clearly and undoubtedly a double standard. This process has been on going for twenty months with no end in sight. In April of 2003, the CEO of Daimler Chrysler promised the employees of FCCC a wage increase at a plant wide meeting. In August of 2003, when the time came to implement the increase, the union threatened a lawsuit against Daimler Chrysler if the wage increase was implemented. Is this a neutral agreement?

In September of 2003, the UAW informed the employees of FCCC they would give them their wage increase. This comes from an organization the employees had clearly rejected with their petition and are currently still rejecting. The longer this situation continues, the more it will benefit the union and their campaign. Where is the fairness I ask?

If the legislation is passed to do away with the card check system and allow a secret ballot vote, it will do away with this very long, stressful and very unfair process. All I ask for is fairness! Thank you for your time and consideration.