



## ***ETHICAL DECISION-MAKING***

You are playing out the current UAW (United Auto Workers) strike





# UAW Negotiator



What you are asking for:

- 1) **PAY INCREASE OF 40%.** The last time a pay increase was negotiated was 2007 and it froze wages for 4 years meaning regular pay increases have not kept up with competition or inflation
- 2) **NEW EMPLOYEE PAY:** Remove the time it takes for new employees to work up to veteran employee pay. It takes 8 years under the current deal. Other car makers use 4 years.
- 3) **NEW EMPLOYEE BENEFITS:** Remove the time it takes for new employees to earn benefits. It takes 8 years under the current deal. Some companies use 4 years. Last year a different union negotiated only 2 years.
- 4) **JOB SECURITY:** The move to electric vehicles is moving production to different states. There is a fear that the manufacturers will just close the old plants



# Ford and GM Negotiators



What they want:

- 1) **PAY INCREASE OF 40%.** The last time a pay increase was negotiated was 2007 and it froze wages for 4 years meaning regular pay increases have not kept up with competition or inflation
- 2) **NEW EMPLOYEE PAY:** Remove the time it takes for new employees to work up to veteran employee pay. It takes 8 years under the current deal. Other car makers use 4 years.
- 3) **NEW EMPLOYEE BENEFITS:** Remove the time it takes for new employees to earn benefits. It takes 8 years under the current deal. Some companies use 4 years. Last year a different union negotiated only 2 years.
- 4) **JOB SECURITY:** The move to electric vehicles is moving production to different states. There is a fear that the manufacturers will just close the old plants

What you know:

We already offered to increase wages 20% and add in cost-of-living increases

New employees will take only 4 years to make it to top-wages AND benefits

Offered a 5 weeks of vacation time

Wages are low and you already planned to increase them but 40% increase would eliminate profit or make cars too expensive

# Resolution

Each person will turn in responses to the following questions:

- 1) Did the other person use active listening?
- 2) Did you show active listening?
- 3) Were you able to come to a mutual agreement?
- 4) If you were actually in this situation, what would you do differently?