

## **ACTIONS SPEAK LOUDER THAN WORDS**

So, Ghosn wants to get rid of a thousand workers in the MOD at Sandouville, and 3000 in the structures of various group sites. And for this he asks for voluntary redundancies with compensation which borders on the ridiculous, and without anything being proposed for the anticipated departures into retirement; not even a serious guarantee against loss of earnings for those will eventually accept part-time work at the age of 57.

All this because the sales are bad, as if the employees are responsible! If Ghosn has got his fingers burnt with his "Project 2009" then it must be he who bears the cost of his incompetence and not the employees.

If he wants lay offs then he must pay; and at maximum cost to him.

By way of an example, we can talk about what happened at Volkswagen Forest in Belgium in 2006. That's not so long ago.

VW announced a big staff purge for the repatriation of Golf fabrication to Germany and let it be understood that afterwards it would be possible to start up a new car (the Audi A1) at Forest.

Even before the official announcement the VW Forest workers went on strike. The two unions said that they shouldn't go on strike until the boss had announced the details of the plan (they were put forwards afterwards). Nothing was any use, and the workers stopped everything until acceptable proposals were put on the table by the management.

For this, VW had set aside 100,000 euros per job to be abolished. The factory was paralysed for more than a month and a half.

3400 workers left the factory. That's roughly the same number as Ghosn wants to get rid of.

In the end the 179 temps who were left got a bonus of 25,000 euros.

2311 permanent staff opted for the leaving bonus of between 25,000 and 144,000 euros according to length of service.

915 took early retirement at 50 with 100% of their net final salary, including holiday and end-of-year bonuses; this was until retirement (65 in Belgium) and they got a seniority bonus which could be up to 12 months wages.

The laid-off staff had also gone on strike and obtained a leaving bonus of from 29,000 to 196,000 euros.

### **IF IT WAS POSSIBLE AT VW FOREST WHY SHOULDN'T IT BE POSSIBLE AT RENAULT?**

The life of a worker under the VW logo seems to be better than that of their mates at Forest!

The bosses want to restructure their factories so as to adapt them to the market and make capital ever more profitable, to increase productivity etc... (let's just note that the operating margin at Renault is at 4.1% for the first half-year up by 19.8%).

Marx wrote in his time that the capitalist closes a factory as he closes his

snuffbox. He cuts here and invests elsewhere and starts again. This is how the system works. The worker can accept all this quietly or he can defend his means of earning a living, his wage, his life.

The bosses want to get rid of jobs at Renault, and we are not capable of stopping them at the moment. This is so because, although it will be necessary to destroy this system one of these days, it's not likely to happen in the next few months, or whatever deadline Ghosn puts on the table.

But the workers of Renault, as elsewhere, can sell their hides as expensively as possible. If the bosses want to get rid of jobs, they will have to pay! Let's see them put 100,000 euros on the table per job and then we can talk about the details.

If they want us to leave then the compensation has got to be high enough so that we have the time to look for another job; and that is not easy right now. And it should be enough to let the older people retire.

Obviously, the bosses are not going to give in easily. It is only the threat of the mass of workers in the factories and technical centres - those who want to stay and those who don't mind leaving if the conditions are acceptable - which can force them to do this.

**If we wait quietly for the results of the chatter between the bosses and the unions, the deadline will pass without anything for the workers. The workers at VW Forest got compensation and early retirement under acceptable conditions because they did not hesitate to shut everything down. If they hadn't done this would have come out of it a lot worse.**

No one can say to us that Renault can't pay! Even if it's true, that's nothing to do with us. Whether it is Renault, the state or the concierge at Père Lachaise who pays is not our business. And if the bosses find that it costs too much then the answer is simple: they stop trying to make workers leave and say no more about it.

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INFO : Massive strike in the TRELLEBOURG factory in Carquefou to the north of Nantes (1400 workers), a subcontractor of Renault and Peugeot which wants to lay off 287 permanent staff and a hundred temps out of 400.  
The unions are asking for 35,000 euros plus 1000 euros per year of service as compensation for redundancies.