

OUTSOURCED

by

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**FIRST DRAFT
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EXT. FACTORY TOWN - MORNING

The sun rises over Carlton, California. A small working class factory town a little outside of San Diego along the California/Mexico border.

A BRUCE SPRINGSTEEN or JOHN "COUGAR" MELLANCAMP (before he got too good for the "Cougar") song plays on the soundtrack as we see a ten year old PAPERBOY delivering papers.

He rides through the bustling town center past a multitude of shops just opening for the day and then down a residential street tossing papers left and right.

FACTORY WORKERS walk out of their houses, grab their paper, kiss their WIVES/GIRLFRIENDS/LIFE PARTNERS goodbye and get in their cars.

We even see one LARGE MUSCULAR WOMAN kiss her TINY LITTLE HUSBAND GOODBYE and get in the car.

EXT. AMERICO FACTORY - MORNING

Cars pile into the parking lot. Workers head through the gates.

They punch their time cards and head to the lines.

INT. FACTORY FLOOR

We see shots of various FACTORY WORKERS, "lifers", manufacturing parts and putting them on conveyor belts.

We follow the parts as they move down the line and are joined by other parts coming in on belts from other sections.

Other workers, ASSEMBLERS, take them and start to assemble them into bigger sections. These pieces are put back on the belt where they move further down the line to other workers who install them all into the refrigerator shells.

Multiple workers then put it all together and do the final assembly. The SONG ENDS as we focus in on one YOUNG WORKER on the assembly line. This is the NEW KID. Sweat rolls down his brow as he quickly and eagerly assembles his parts. He seems to be working harder and faster than everyone else.

One of the other assemblers who is working a little slower has been watching him. This is SULLIVAN FOSTER (VINCE VAUGHN) Smart, sardonic, and cynical he is a lifer. He's worked here since high school and plans to until he retires. Although he doesn't want to work too hard while he is here.

The break bell rings.

FOREMAN
Fifteen minutes.

Workers scatter. Sully heads over to the new kid. He pulls out a pack of cigarettes. Sully lights up and puts out his hand.

SULLY
Sullivan Foster. I'm in assembly just down the line. Everyone calls me Sully.

NEW GUY
Jon Krasinski.

SULLY
Working up quite a sweat there, Jon.

NEW GUY
(smiles)
Yeah. It's my first day. I'm
trying to make a good impression.

SULLY
I noticed that. Jon, some of the
other guys and I have been
watching you and we just wanted
to let you know that you're not
quite doing things right.

NEW GUY
Oh. Wow. I'm sorry. -- Well, what
am I doing wrong?

SULLY
We can only assemble like ten an
hour.

NEW GUY
No, actually it seems like we can
do more like fifteen.

SULLY
Well, we could, but then we'd get
tired. And since they pay us the
same, we do ten. You're making
the rest of us look bad.

NEW GUY
...I don't know.

SULLY
I mean, you could do it your way.
Assembling as quickly as you can.
Working your little worker beaver
hands as fast as they go, at your
please-daddy-Speed-Racer pace striving
for that fifteen. But then one day
maybe you get sloppy... tired. You
bolt something that shouldn't get
bolted. You stick your hand somewhere
it shouldn't go. Next thing you know
there's blood everywhere. They try to
save your arm, but they can't. And
then where are you? You can't work,
you can't assemble your precious
fifteen with one arm. There's no room
for one armed men here. Do you see any
one armed men around here, Jon?

JON
No.

SULLY
No, you don't. I mean sure you'd get
workers comp, a nice settlement. But
then what, Jon? Maybe an armless man
(MORE)

SULLY (cont'd)
gets a little pity sex now and then.
But it's few and far between. And pity
sex doesn't lead to love,
companionship, happiness. And for
what? To impress Daddy that you can do
more than anyone else? To be Daddy's
special boy. I mean is that worth it?
Is that really worth it in the end?

JON
No, I guess not.

SULLY
Then ten it is. I'm glad we had
this talk.

Sully pats him on the back and heads out to finish his smoke.

EXT. AMERICO FACTORY - DAY

Some of the guys hang outside on their break. One stands in
the parking lot waxing his car. A 1969 Acapulco blue Pontiac
GTO convertible. There's not a spot on it.

This is DUTCH ADAMS (OWEN WILSON). Laid-back, good natured,
and charming, he's the type of guy even his exes still like.

Across the street sitting outside a coffee shop are two HOT
COLLEGE GIRLS. Dutch notices them. One has a CD player out.
They are trying it listen to music, but it's not working.

Dutch puts down his rag and walks over to them.

DUTCH
Hey, ladies. How's it going?

CUTE GIRL
Good. ...That your car?

DUTCH
(with pride)
Yes, it is.

CUTE GIRL
It's nice.

DUTCH
Yeah, I like it. It's perfect to head
down to the beach in on a warm summer
night with the top down, watch the
sunset. Then hang out, check out some
stars over the Pacific. You guys
should try it sometime.

The Girls giggle.

DUTCH
Looks like you're having some
trouble with your CD player?

CUTE GIRL
It says it's playing, but no
sound's coming out.

DUTCH

Sounds like the speaker. ...I bet you I can take it apart, fix it, and put it back together in less than a minute.

CUTE GIRL

(Smiles)
You're on. What do you want to bet?

DUTCH

If I can you have to give me your number. Let me take you out in that car of mine.

CUTE GIRL

Okay.

Dutch motions to sit down. The Cute Girl nods. He hands the Cute Girl's equally cute friend his watch and sits.

DUTCH (CONT'D)

Now time me. If I go over a minute make like a buzzer sound with your mouth.

CUTE GIRL'S FRIEND

And go.

The friend starts timing as Dutch pulls out a pocket knife and starts to take apart the CD player. He undoes the screws and takes off its casing.

DUTCH

So where do you guys go to school?

CUTE GIRL

UC San Diego.

He unassembles it without hardly looking.

DUTCH

Good school. I didn't go to college. Been working since high school. That's what most people around here do.

CUTE GIRL'S FRIEND

Thirty seconds.

Dutch has the whole thing in pieces now.

DUTCH

What ya studying?

CUTE GIRL

We're gonna be Nurses.

Dutch stops what he is doing and looks up at them.

DUTCH

Nice.

CUTE GIRL'S FRIEND
Fifteen seconds.

DUTCH
(to the friend)
You're a little bit of a time-
nazi aren't you?

CUTE GIRL'S FRIEND
But, you said-

DUTCH
I'm just joking with you. You guys
both smell really nice by the way.

EXT. AMERICO FACTORY - CONTINUING

Sully walks outside and up to the other guys on break. He
sees Dutch across the way flirting with the girls.

EXT. COFFEE SHOP - CONTINUING

Dutch makes one adjustment and then starts reassembling it.

CUTE GIRL'S FRIEND
Ten seconds.

Dutch coolly puts the whole thing back together. Screwing
everything back up.

CUTE GIRL'S FRIEND (CONT'D)
And time.

DUTCH
And done.

Dutch confidently tosses down the knife.

DUTCH (CONT'D)
All right, try it now.

The Cute Girl hits play. Still no sound.

CUTE GIRL
No, still broken.

DUTCH
...Yeah, I don't really know how
those things work. -- Looked
pretty cool though, right?
(The Girls nod)
I think that deserves something.
If you had your refrigerator here
and that wasn't working I
probably could have fixed that.

CUTE GIRL
You work over at the factory?
(Dutch nods)
A sweaty, muscley, blue collar worker
who works with his hands all day?

DUTCH
Very sensitive hands.

CUTE GIRL
That's pretty hot.

DUTCH
I like to think so.

She writes down her number and slips it to him. Dutch takes it and starts to leave when the Friend suddenly writes down her number and hands it to him as well, smiling coyly. Dutch looks down at it and smiles. He reads the name.

DUTCH
Maria Riveira? Are you Mexican?
(She nods)
You know I'm 1/16th Mexican myself.

Across the way one of the managers, RICHARD PUDFORD approaches Sully. He is ambitious, intelligent and arrogant. He's also a gigantic ass. He holds a clipboard and looks at his watch.

PUDFORD
Isn't your break over, Sullivan?

SULLY
Actually, Pudford, according to the union which I pay dues to every month I have another ninety seconds left. You could call the union rep and we could schedule a sit down to discuss it if you'd like.

PUDFORD
(annoyed)
No. . . .Shame you didn't win that election. That could have been you. And you were so deserving.

SULLY
It was a shame, Pudford. Thanks for bringing it up. There's some salt down in the cafeteria if you wanna go get some to rub in my emotional wound. How are your hormone injections coming by the way?

Pudford makes a face and walks back inside.

PUDFORD
Get back to work. Both of you.

Dutch walks up.

SULLY
Did you get a date?

DUTCH
No, I got us dates, brother.

Dutch hands Sully one of the numbers and they walk back in. As they do a worker posts a sign which reads: MANDATORY UNION MEETING TOMORROW. CONTRACT TALKS.

INT. FACTORY FLOOR, ASSEMBLY LINE - EVENING

Sully and Dutch assemble side by side. We see that they're really good at what they do. Down the line the new kid assembles slower. He makes sure Sully sees him doing this. Sully winks at him, he shoots him back a thumbs up.

The clock hits five and a bell rings. Everyone leaves their components and starts to head out. Dutch and Sully punch out their time cards. "WORKING FOR THE WEEKEND" starts to play.

INT. MAV'S BAR - NIGHT

Dutch and Sully down some shots at the bar. The bar is packed with WORKERS from the factory. LOCAL GIRLS. Dutch grabs two beers from the bartender and they go sit down.

SULLY

Lot of lovely ladies out tonight.
Could be a future Opera Singer in
our midst. A pretty young lass
who you make sing with your love.

DUTCH

Aw, the Opera Singer. Good
memories.

SULLY

Who was the Opera Singer again?

DUTCH

You don't know her.

A REALLY HOT GIRL in a low cut shirt walks by and up to the bar. Both guys see her. Without saying anything they do "rock, paper, scissors." Sully has rock. Dutch - paper. It's their method to decide who gets to hit on someone. They've been doing it since high school.

DUTCH

I'll see you in a minute.

Sully gets up, affects a tense posture and sidles up to the bar next to the girl.

SULLY

Two vodka sours, barkeep.
Straight up.

He turns to the girl.

SULLY

(very intense)

How you doing? Nelson Colepepper. Right off the bat, I just want you to know I'm not looking for some sort of sleazy, sexual, one night thing. I couldn't even if I wanted to. Little Nelson doesn't work at all. My innie hasn't been an outie for a long time if you know what I mean. I'm just looking for someone clean to cuddle with. Inject me with my sedative when I wake up screaming from my night terrors. And then hold me while I cry myself back to

(MORE)

SULLY (cont'd)
sleep. Would that be something you
might be interested in, Rhonda? Do you
mind if I call you Rhonda, that was my
dead Mother's name.

Dutch walks up on the other side of the woman.

DUTCH
Excuse me, miss, but is this guy
bothering you?

NATALIE
Yes.

DUTCH
Hey, buddy why don't you take a walk,
the young lady's not interested.
She's not buying what you're selling.

SULLY
(feigning hurt)
I was just trying to have some nice
clean conversation. But if that's
not something the dirty whore's
interested in I'm just going to
take my drinks elsewhere.
(to the girl)
Rhonda.

Sully gathers up his whiskeys and storms off.

DUTCH
Sorry about that. I saw that guy
bothering you and thought you
might need a rescue. Can I get
you a drink? I'm Dutch.

NATALIE
I know. You guys have already
used that routine on me and we've
already slept together.

Awkward beat.

DUTCH
...So it clearly worked then?

She nods. Dutch flashes her his most charming smile.

DUTCH
Think it might work again?

NATALIE
...Maybe.

DUTCH
There might be a free drink in it
for you.

CUT TO:

INT. MAV'S BAR - AN HOUR LATER

Dutch sits at a table with Natalie, Sully and another HOT
GIRL. Natalie's clearly forgiven him..

NATALIE
It's a good thing you're good in
bed. And were a gentleman.

DUTCH
(touched)
Really? That's nice of you to say.

SULLY
Who needs drinks?

They all raise their hands. Sully heads to the bar.

NATALIE
So, how did you two meet?

DUTCH
Sully and I?
(She nods)
Well, when I was young I was
kinda the fat kid.

Both girls think this is adorable.

DUTCH
In second grade my Mom and I moved
here to live with my Grandparents. I
didn't know anyone and at recess no
one wanted me on their kickball team.
...It was horrible. Very traumatizing.
Finally, Sully stepped forward and
said he'd pick me. The other kids said
if he did, they wouldn't be on his
team. Kids can be really cruel.

(The women nod)
So, Sully said that was fine that
the two of us would just play
everyone else.

NATALIE
That's sooo sweet. And then you guys
beat them right?

DUTCH
No, we got killed. But we've been
best friends ever since.

INT. BAR - CONTINUOUS

SULLY
Four beers, Pat.

All the Factory Guys at the bar shush him, they're watching
something on TV.

SULLY (CONT'D)
What?

BOB
They're talking about the
contract talks.

LOCAL NEWS ANCHOR (ON THE TV)
Talks between Americo and the workers
union are apparently still at a
(MORE)

LOCAL NEWS ANCHOR (ON THE TV)
stalemate with the current contract due
to expire tomorrow at midnight. No word
on whether the workers union will work
without a contract or if management
will lock them out if they don't. And
now Brick Tamland with the weather.

Everyone seems concerned.

SULLY

They're not going to lock us out.
That's just the way the game is
played. They threaten us, we threaten
them. Then we sign the new contract
and everything is fine.

INT. AMERICO BOARDROOM, SAN DIEGO - NIGHT

FRANK THOMPSON the CEO of Americo sits at the head of the
table. He is surrounded by other top AMERICO EXECUTIVES. BILL
WEISSMAN, Frank's right hand man, hangs up a phone.

BILL WEISSMAN

The talks have broken down.
They're threatening to strike.

Everyone takes this in.

BILL WEISSMAN (CONT'D)
Sir, Richard Pudford one of the
managers from the Carlton factory
is outside. He has a proposal
that I think you should hear.

FRANK THOMPSON

Bring him in.

Bill opens the door. Pudford, the manager that was bugging
Sully steps in. His assistant sets up a slide projector and
hands him the remote. Bill nods at him to go ahead.

PUDFORD

What if I told you that this could be
your last union negotiation? That
you'd no longer have to worry about
union contracts, health care plans,
pensions, workers comp, environmental
restrictions, any of it?

ANOTHER EXEC

I'd say it sounds great.

Everyone laughs. Pudford hits the first slide. It's a picture
of a small Mexican village.

PUDFORD

Cartahera, Mexico. Less than an
hours drive from here.

He hits another slide. It is of a rundown vacant factory.

PUDFORD (CONT'D)

There's an empty factory just sitting
there. We could buy it for next to
nothing, retrofit it with our
equipment. There are outsourcing

(MORE)

PUDFORD (CONT'D)
companies that take care of everything.
They'll move our equipment, provide
support groups for our laid off
workers, train the new ones in Mexico.
And the best part is that all these
costs are deductible.

EXEC
(to Frank)
We're not really considering this are
we? We're an American company. Our
name is Americo for chrissakes.

PUDFORD
Mexico's in North America too, Bob.

Everyone but Bob laughs.

PUDFORD (CONT'D)
No, seriously it is.

They all laugh some more. Pudford continues.

PUDFORD
Outsource or get out of business,
gentlemen. That's the new reality of
corporate America. It's not a matter
of if, but when. The American worker
has priced himself out of the game.
Unions have driven up wages and
benefits to the point where the only
fiscally responsible recourse is to
move our plants out of the country.

EXEC
And what about the lives of all
those workers whose jobs you just
want to give away?

PUDFORD
Our job isn't to protect the lives
of our workers, but rather the
stock of our stockholders. Our
assemblers here make 20 dollars an
hour, down there they make a 1.50.

This gets the rooms attention.

PUDFORD (CONT'D)
Jack Welsh said "ideally every
factory would be on a barge" ready to
move on a moments notice if any
government or union tried to impose
too many restraints or restrictions.
That as soon as the workers in one
place demanded better wages or
working conditions you'd sail
somewhere else. ...That is what I
propose we do here.

EXEC
Sail the factory to Mexico?

FRANK THOMPSON
All right, everyone. Thank you,
Richard. We'll table this
(MORE)

FRANK THOMPSON (cont'd)
conversation until we see the results
of the vote tomorrow. We'll hold to
our original offer with the rollbacks
and restrictions and strongly suggest
they take it. If they don't, then I
am very intrigued by Richard's idea.

Pudford nods.

INT. AMERICO FACTORY - THE NEXT DAY

Everyone files into the hall for the union meeting. Dutch and
Sully both drink coffee looking a little hung over.

DUTCH

I'm so happy they called this
meeting today. I'm beyond hungover.
That Natalie is a wildcat.

Up on stage the union rep, RON MILLS, the guy that beat
Sully, is setting up. He is a meek, little, beyond boring
nasally voiced man. Sully and Dutch sit down next to two
other workers. The one next to Sully motions up on the stage
at Ron.

JIM

Should have been you, Sully.

LARRY

Are you kidding? No offense, Sul, but
Ron killed you during the debate.
Maybe if you studied up a little more
on the issues you would have won.

SULLY

You're right. I didn't study. But, you
know I work hard all day, so I think
I've earned the right to keep my
nights free for me. That's my time. If
they wanted to give me some time off
during the day to study then maybe I
would have done better, but they
didn't so we'll never know.

Larry shakes his head. Ron starts tapping the mike.

RON

Okay, why don't we get started.

Dutch leans over and whispers to Sully.

DUTCH

I think you have a lot more
natural charm and charisma than
this guy. I voted for you.

SULLY

Thanks pal.

RON

So, we got the final offer from
management...and it's not good.

People start to grumble.

RON (CONT'D)
They've asked for a 20% rollback in salary, 30% reductions in their contributions to the healthcare plan, and limits on overtime pay.

The rumble gets even louder.

RON
On the plus side they have agreed to our demand for an additional snack machine on the assembly floor. So that was a real win.

Silence. No one else seems reassured by that.

RON (CONT'D)
I know it doesn't sound get up and dance great or anything, but with the current state of the economy I think it's the best we can get right now. And is my careful recommendation that we take it. It could have been a lot worse.

More silence. Tough crowd.

RON (CONT'D)
Per union regulations, before we vote on ratification, lets open the floor to comments.

There are mikes set up so anyone from the union can get up and talk. Sully gets up and steps up to the mike. Ron reluctantly motions to him.

SULLY
Wow, Captain Exciting. That was quite a sales pitch. Where do we sign? ...I'm a little confused though. I thought and feel free to correct me if I'm wrong, but I thought that when we negotiate a new contract we were supposed to get more, not less. The snack machine victory, notwithstanding, kudos on that victory by the way. But, anyway, I'm probably just confused. That's probably why you won and I lost.

Ron looks a little uncomfortable.

SULLY (CONT'D)
Let's talk about that for a second. Larry over there just said to me that the reason I lost the union rep election was because I didn't seem to know anything about the issues. ...And you know what? He's right. Good catch, Lar.

Larry smiles and nods "you're welcome."

SULLY (CONT'D)

I didn't know much bout the issues. But, what I do know is what's good for me. Which to be totally honest, is the only reason I ran in the first place.

People seem a little taken aback by this.

SULLY

I really just wanted the better parking spot and the better Christmas gifts from management. Oh, and the week off work to go to the union convention in Daytona Beach -- which I'm sure you'll take full advantage of Ron.

Up on stage Ron makes a face.

SULLY (CONT'D)

It's over now, so I can admit it, but I only ran because of what was in it for me.

Everyone looks a little shocked at this admission, even Dutch is wondering where he's going with this.

SULLY

That's the only reason any of us do anything, right? Because of what's in it for us. Which leads me to my question about this contract you want us all to sign. -- what's in it for me?

Ron doesn't answer.

SULLY (CONT'D)

I know what's in it for them. They get the same product, they're just going to get to pay less for it. I get that. But, what I wanna know is what's in it for me? ...I'm still gonna be doing the same amount of work, so why should I get paid any less for it?

The crowd is nodding along, they agree.

SULLY (CONT'D)

And why should any of us? Although quite frankly, Ron, I think you deserve to get paid a little less for simply bending over and taking it in the ass from management. ...Personally I have a rule about that. When someone wants to give it to me in the ass, I expect them to take me out first. Wine me, dine me a little. Buy me pretty things. Or else I ain't giving up the sweet stuff. ...So if you're saying that management wants us all to bend over and just take it in the ass, alls I'm saying is they're gonna have to buy us some dinner first.

The crowd applauds.

SULLY
Rollbacks? Call me crazy, but I think
we should be getting roll-ups!

They cheer. Dutch leans to the guy next to them.

DUTCH
He just has that special
something, that certain charisma
that you can't teach.

SULLY
I don't buy this crap about the company
not doing well. I go to Best Buy on the
weekends. I go to Sears. I see how many
people are buying our stuff. We seem to
be doing fine. We seem to be doing more
than fine. ...So if you're asking us if
it's cool that we get paid less for
doing the same job. And you wanna know
if it's fine if they restrict our
overtime. And have our health care
benefits cut. ...Then I say no I'm not
going to sign because I don't see
what's in it for me.

Sully sits down. The whole place APPLAUDS. Ron sighs.

INT. AMERICO BOARDROOM, SAN DIEGO - DAY

Bill Weissman sits with Frank Thompson in his office. The
phone rings. Bill answers. He listens for a bit.

BILL WEISSMAN (CONT'D)
They've rejected the contract and
they're going on strike.

Frank pauses. Ponders what to do.

INT. PUDFORD HOUSE - EVENING

Richard Pudford sits at dinner with his wife, SUZIE, a
shrill, racist, little woman. (think Sussie Essman)

SUZIE PUDFORD
You need to fire that Chinaman
gardener of ours.

PUDFORD
Why?

SUZIE PUDFORD
Because he's pissing in my flower
garden and killing all my roses.

PUDFORD
You've seen him do this?

SUZIE PUDFORD
No, but I don't need to see
anything, my flowers are dead and
that's what those yellow people do.
They don't have toilets where they
are from so they just piss all over
whatever they want.

Richard doesn't quite know what to say to this. The phone rings. He picks it up. INTERCUT WITH BILL WEISSMAN at corporate.

BILL WEISSMAN

Richard, Bill Weissman. We've decided to take your proposal. We're gonna shut down the plant here and outsource it to Mexico. And we'd like you to run it.

Pudford's eyes light up.

BILL WEISSMAN (CONT'D)

This is your ticket, Richard. Succeed here and the skies the limit for you at Americo.

Pudford hangs up the phone. And turns to Suzie.

PUDFORD

Honey, we're moving to Mexico.

SUZIE PUDFORD

Mexico? But, everyone there is so dirty.

Suzie starts bitching him out. But Pudford doesn't hear it, he's so excited.

BEGIN MONTAGE

EXT. AMERICO FACTORY - DAY

The gates to the factory are shut and locked.

INT. AMERICO FACTORY - DAY

Pudford addresses the crowd outside with a bullhorn.

PUDFORD

Your services here are no longer needed. You will all be given two weeks severance pay.

Then they all look at Sully angrily.

INT. AMERICO FACTORY - DAY

PUDFORD (V.O.)

Anyone that helps pack up and crate the equipment so it can be sent to the new factory will be given an additional two weeks severance.

Sully, Dutch, and the others start to demeaningly dismantle and pack up all the machinery.

INT. ROOM - DAY

PUDFORD (V.O.)

All workers will also be required to attend seminars which will help you deal with the trauma resulting

(MORE)

PUDFORD (V.O.) (cont'd)
from your job being outsourced.
Anyone who does not attend will
forfeit their severance pay.

A perky, touchy feely therapist sits in a circle with Sully, Dutch and a bunch of the other factory workers.

DR. MOLLY

I'm Dr. Molly and I am here to help
you deal with the

(makes a face)

trauma of losing your jobs to cheaper
foreign labor. This is what I like to
refer to as the "Anger Circle" It's in
the "Anger Circle" that we let out all
of our anger and frustrations and when
we leave this is where they stay.

Sully rolls his eyes. Dutch looks at his watch.

INT. AMERICO FACTORY - DAY

The disassembled machinery and parts are being put in crates.

Before they close up one crate, One of the Guys unzips his fly
and urinates on the equipment.

INT. OUTSOURCE RESOURCE SEMINAR - DAY

A gruff middle aged worker, BOB, talks.

BOB

My grandfather worked here, my father
worked here, my fifteen year old son
when he graduated high school was
gonna work here.

INT. KINKOS - DAY

Bob and his FIFTEEN YEAR OLD SON sit next to each other
filling out applications for the copy franchise.

They eye each other competitively as they hand their
applications to the manager.

INT. OUTSOURCE RESOURCE SEMINAR - CONTINUING

DR. MOLLY

(overly empathetic)
And how does that make you feel?

BOB

It makes me want to go down to
corporate and stab someone in the sac!

EXT. JOB CENTER - DAY

Sully and Dutch and all the others wait in a gigantic line
outside of the unemployment office.

One MACHO OLDER WORKER just starts to cry. Another GRUFF GUY
consoles him.

INT. OUTSOURCE RESOURCE SEMINAR - CONTINUING

Dr. Molly pats Bob on the back.

DR. MOLLY

That's right, we're letting it out. And letting it out feels awesome! Anything else?

BOB

Yeah, it also makes me want to fuck Sully's shit up for talking us into striking!

Others nod their heads in agreement.

INT. JOB CENTER - DAY

Dutch, Sully, and the others sit at computer terminals in the job center portion of the unemployment office.

Dutch hunts and pecks into the "Job Tracker" computer: Manufacturing jobs. He hits enter. The search comes up: 0.

Sully plays computer poker on his.

INT. OUTSOURCE RESOURCE SEMINAR - CONTINUING

Everyone is now yelling and pointing fingers at Sully.

BOB

What's in it for you, Sully? ME
KICKING THE LIVING CRAP OUT OF YOU
FOR LOSING OUR JOBS, THAT'S WHAT!!!

The rest of them second this as well.

DUTCH

Let's all keep our anger directed at where it belongs. At Pudford and corporate -- they're the ones that did this. Who's up for Bob's plan of going down there and cutting everyone in the sac? Let's see some hands.

Dutch raises his. A few other hands go up. ANOTHER MIDDLE AGED GUY then chimes in.

HANK

Sometimes I cut to feel.

Everyone gives him an odd look.

INT. JOB CENTER - DAY

Dutch types into the job tracker: Assembly Line worker. The search also comes up: 0.

EXT. SULLY'S APARTMENT - DAY

Sully packs boxes and moves out of his cool, spacious, apartment.

EXT. DUTCH'S APARTMENT - DAY

Dutch carefully loads his stuff into his car.

EXT. BEAUTIFUL MANSION, MEXICO - DAY

The Pudford's meanwhile are moving into a beautiful mansion along a lake in Mexico. Suzie Pudford berates the movers as they clunkily move in boxes.

SUZIE PUDFORD

Watch that lamp, Juan Valdez, it's worth more than your whole family.

INT. OUTSOURCE RESOURCE CENTER - CONTINUING

Dr. Molly looks a little frazzled. Her assistant hands everyone in the Anger Circle a box.

DR. MOLLY

These are your outsourcing resource boxes. Inside are helpful hints on acceptable ways to get out your aggression and frustration on losing your jobs that aren't coming back. So rather than stabbing anyone's "sacs" or "F-wording" anyone's "S-word" up you could try letting out your frustrations by say...

(looks at list)
going on a brisk walk or striking a pillow with a tennis racket. Let's open our boxes and try shall we?

Sully and Dutch unenthusiastically open their boxes. They include lists and the pillow.

EXT. NOT AS NICE APARTMENT COMPLEX - EVENING

Sully and Dutch now move their stuff into a not as nice, smaller apartment that they are now going to share.

INT. OUTSOURCE RESOURCE SEMINAR - DAY

Everyone has their pillows on chairs and unenthusiastically is hitting them with tennis rackets.

DR. MOLLY

Yeah, doesn't that feel awesome?
And again.

They hit the pillow again. Bob keeps hitting his pillow harder and harder. He knocks over the chair.

EXT. NEW FACTORY, MEXICO - DAY

All the boxes and crates are being moved into the new factory and the machinery installed. Pudford oversees it all.

INT. OUTSOURCE RESOURCE SEMINAR - CONTINUING

Bob keeps pounding the pillow on the ground. The feathers start to come out and the tennis racket breaks as he keeps hitting it harder and harder.

INT. JOB CENTER - DAY

Dutch at a loss now types in shitty ass minimum wage job with no benefits and where I'd have to wear a nametag and a gay uniform. He hits enter.

The search comes up: 208. He gets up to leave.

INT. OUTSOURCE RESOURCE SEMINAR - CONTINUING

Bob dives onto the pillow and starts pummeling it with his fists. Sully and Dutch have to pull him off it.

FADE TO BLACK.

FADE UP. Insert title: THREE MONTHS LATER

EXT. CARLTON TOWN CENTER - MORNING

The sun rises over the town. Just like in the opening shot we see the bicycle tires of a paperboy riding through the town delivering papers. Except now half of the shops are closed.

The bike turns down a residential street. We see that many of the houses have FOR SALE signs out front.

We move up and see that riding the bike delivering papers isn't the ten year old boy from the opening, but rather Dutch. He rides along tossing papers left and right.

INT. BURGER KING - MORNING

Sully in uniform and hat stands behind the counter of the local Burger King. The musac version of Wham's Wake me up Before you Go-Go plays over the loudspeaker. Sully puts food on trays with no regard for what people ordered. They look at it and then look at him with the look on his face and just leave.

Sully lights up a cigarette and smokes right at the counter, not giving a shit if anyone sees. A SNOTTY LITTLE KID comes up to him and plunks down a half opened wrapper of breakfast mc-something.

SNOTTY LITTLE KID
This isn't what I wanted!

SULLY
Yeah, this isn't exactly what I wanted either, kid.

SNOTTY LITTLE KID
I had a double bacon, egg and cheese kingmuffin with extra bacon. This doesn't have any bacon.

SULLY
You shouldn't eat this stuff anyway.
Do you want to get juvenile diabetes
and have all the kids at school start
calling you Fatty Fatty Two Pants
because you'll be so fat you'll have
to wear two pants? Go away.

The Kid doesn't budge.

SNOTTY LITTLE KID
I'm gonna complain to your
manager and get you fired.

SULLY
Oh yeah, then maybe I'll just follow
you home and kill your parents.

SNOTTY LITTLE KID
...No, you won't.

SULLY
Really? Why don't you just give me
your address then and we'll see.

Sully pulls out a pen and paper and makes like is going to
write down the address.

The kid runs away crying. Sully lights another cigarette.

EXT. NEWSPAPER DROP OFF - MORNING

Dutch waits in line with all the other paperboys to get paid.
He gets his money and heads out.

EXT. STREET - MORNING

Dutch loads his bike into the trunk of his car. One of the
other Paperboys sits on his bike, watching him.

PAPERBOY
How come you don't drive your car
to deliver the papers?

DUTCH
Because all the stopping and
starting is bad for the engine.

PAPERBOY
My mom says it's weird that
there's a 35 year old paperboy.

DUTCH
You tell your Mom I'm a paper-man
and its not a very friendly job
environment right now.

The kid nods and keeps staring at him.

DUTCH (CONT'D)
Did your Mom say anything else?

PAPERBOY
Yeah, she said if you ask me to
sleepover at your house and drink wine
out of a coke can I have to say no.

Dutch sighs and gets in his car.

EXT. SULLY AND DUTCH'S APARTMENT BUILDING - DAY

Dutch pulls up out front of his apartment building. He looks around for someone and then quickly heads inside.

INT. DUTCH AND SULLY'S APARTMENT BUILDING - CONTINUING

Dutch enters the apartment building and quietly starts heading up the stairs. He makes it two steps up when the landlord's door opens. An angry little Asian woman, MRS. KIM comes out.

MRS. KIM
You owe me rent!

DUTCH
Oh, hey, Mrs. Kim. Didn't Sully already give you the rent? He said he slipped it under your door last week.

MRS. KIM
No, no slip under door. Rent's due 1st of the month, today's the 22nd of the month!

DUTCH
That's strange. I saw him write the check myself. He dotted all the "i"s with hearts. I don't know why you didn't get it.

MRS. KIM
Stop your lies, pretty man! If I don't get my rent today I kick you and your boyfriend out.

DUTCH
Boyfriend? I really don't think we give off that kind of vibe.

He starts rushing up the stairs towards his apt.

DUTCH
Anyway, Mrs. Kim, I'd love to stay and chat but I gotta change and get to my next job. Why don't you take a look again. If you still can't find it let us know and we'll put a stop on that check and get you another one in a few days.

Dutch reaches his apartment and quickly lets himself in.

INT. SULLY AND DUTCH'S APARTMENT - CONTINUING

Dutch closes the door. Sully is sitting on the couch playing video games.

DUTCH
How come you're not at work?

SULLY
I got fired.

DUTCH

Why?

SULLY

I threatened to kill some kids parents.

DUTCH

You what?

SULLY

But, to be totally fair I wasn't really going to do it.

DUTCH

We need that money, Sul. Mrs. Kim was just bugging me about the rent. She says she's gonna evict us. This is like the tenth job you've been fired from.

SULLY

They were all demeaning, terrible jobs, all of them. Getting fired was a blessing. If I didn't I was gonna go crazy, end up taking out people in a bell tower somewhere. Look, don't get your panties in a bunch. I'll call unemployment. When I get the check it will be fine.

Dutch just looks at him.

SULLY (CONT'D)

Fine, I'll do it now.

Sully puts down the controller, picks up the phone. Dutch heads into the other room to change for his next job.

Sully dials. He knows the number by heart. And the whole process. Without listening he hits all the numbers from the automated system in sequence. And then enters his social. Finally, he makes a face.

SULLY

The little automated voice says my claim's been rejected. I'm gonna have to go down there. Wanna give me a ride?

DUTCH (O.S.)

What's wrong with your car?

SULLY

I don't know, it doesn't work.

DUTCH (O.S.)

That's probably because you haven't gotten the oil changed since the Iran/Contra hearings.

SULLY

I don't want to get my oil changed. I like it the way it is.

Dutch walks back out. He's dressed in a colorful JUICY WORLD uniform with fruits all over it.

DUTCH
I'll take you after work.

EXT. APARTMENT BUILDING - DAY

Dutch and Sully sneak out the fire escape in the alley to avoid Mrs. Kim. They get in Dutch's car. Sully takes Dutch's paperboy bag and puts in the back seat.

There's a few papers left.

SULLY
How come you always have papers left?

DUTCH
I don't know. ... I'm not quite sure where those are supposed to go.

INT. JUICY WORLD - DAY

Dutch runs into Juicy World, a drive-thru Jamba Juice type place at the local strip mall. The musac version of Huey Lewis and the News' Hip to be Square plays over the loud speakers. His uptight corporate manager, MR. MCDOUGLE, stands behind the counter with a disapproving look on his face.

DUTCH
I'm so sorry, Mr. McDougle, I got stuck at my other job.

SULLY
His paperboy job.

DUTCH
It's paper-man and it's great actually. I get to be outside in the sun, it's good exercise...

From the look on Mr. McDougle's face, we can see that he doesn't care. Dutch quickly runs behind the counter and puts his apron on.

INT. JUICY WORLD - LATER

Sully sits reading one of Dutch's extra papers. Dutch helps a customer.

CUSTOMER
I'll have a Berrrific Breeze.

DUTCH
Can I ask you a question? Are you just looking for energy pick me up or something tasty to boost your immunity?

CUSTOMER
Probably a little of both.

DUTCH
Then can I suggest you try a
Phantom Sunrise?

CUSTOMER
What's that?

DUTCH
It's something special I've created
on my own. A combination of a bunch
of the different smoothies and a
little something extra. Have a taste.

Dutch gives him a sip of something.

CUSTOMER
Mmmmm. I'll have that.

Dutch rings him up.

SULLY
(reading)
Did you see this? Our factory
just reopened in Mexico. "Americo
opens outsourced factory two
hours away from old one south of
the border..." How long do you
think it will take them to
realize that they can't do it as
well as we do.

Mr. McDougle motions to Sully.

MR. MCDOUGLE
This isn't bring your idiot
unemployed friends to work day,
you know.

(to Sully)
This area is for customers only.

Sully grabs his paper and goes up to the counter. He looks
for the cheapest thing on the menu.

SULLY
Shot of wheatgrass. ...Small.

Dutch gives it to him. Sully puts the fifty cents on the
counter. He then sits back down and slowly sips his shot as
he reads the paper. Mr. McDougle shakes his head. He sees a
car come up to the drive-thru.

MR. MCDOUGLE
Adams, drive through.

DUTCH
Yes, Mr. McDougle.

Dutch goes to the drive through, it's the same two girls he
hit on outside the factory in the opening.

DUTCH
Ladies, hey. I haven't seen you
guys in a while. You should give
me your numbers. We catch back up.

They look at his uniform and his fruit hat.

CUTE GIRL
Um, no thanks.

DUTCH
What are you talking about?
Didn't we have fun.

CUTE GIRL
Yeah, but you were like a hot blue
collar guy then. I'm not going to go
out with some guy who wears a nametag
and a fruit hat for a living.

DUTCH
This is just temporary. And
I really don't think I should be
held responsible for the actions
of a giant unfeeling
multinational corporation in this
ever changing global economy.

They don't care. They take their drinks and drive off. Dutch
calls after them.

DUTCH
I'm the victim here.

Dutch walks back up to the counter. Mr. McDougle is holding
the Phantom Sunrise that Dutch gave to the customer to taste.

MR. MCDOUGLE
Dutch, what is this? Are you
making your own smoothies again?

DUTCH
The customers like them.

MR. MCDOUGLE
I don't care if they like it, if it's
not corporate sanctioned we can't
serve it. If anything happened the
whole company could be liable. I'm
gonna have to let you go.

INT. UNEMPLOYMENT OFFICE - DAY

Dutch and Sully wait in line at the unemployment office.

SULLY
At least you still have your
paperboy job.

DUTCH
It's paper-man and we can't pay our
rent on just my paperman salary.

The SLIGHTLY UNATTRACTIVE, OLDER, OVERWEIGHT WOMAN behind the
counter motions to Sully.

UNEMPLOYMENT WOMAN
Next!

SULLY
How you doin? Sullivan Foster. I
called to get my unemployment
check, but it said I was denied-

UNEMPLOYMENT WOMAN
(cuts him off)
Social.

He gives it to her and she looks him up in the computer.

UNEMPLOYMENT WOMAN
Your benefits have run out, Mr.
Foster.

SULLY
But, I'm still unemployed. I need
to pay my bills.

UNEMPLOYMENT WOMAN
Then you need to get a job and keep
it because we're not giving you
anymore money.

SULLY
I don't think you understand,
(looks at her nametag)
Delores? There are no jobs around
here for what I do anymore.

UNEMPLOYMENT WOMAN
Then maybe you're going to need
to find a new profession.

SULLY
...Do you have any openings here?

She just looks at him not amused.

SULLY
We could be colleagues. Have
lunch together. Gossip on breaks.

Still nothing. She just stares at him.

SULLY
Are you feeling the same vibe
between us as I am, Dolores?

UNEMPLOYMENT WOMAN
(if looks could kill)
No.

SULLY
Really? Because I'm feeling it
bigtime. I think we should go out.
I've got a special feeling about you
...us. -- By the way, is it too soon
to suggest moving in together?

UNEMPLOYMENT WOMAN
I think you should leave.

SULLY

I don't know why you have to be that way, with the negative attitude and all, Delores, I just wanted to go out like two adult people.

UNEMPLOYMENT WOMAN

(looks at him in disbelief)
You know I know you don't have a job, why in the world would I go out with you?

SULLY

That hurts. You know I really don't appreciate your lack of support, Delores. And I'm rescinding my offer to take you out. It's gone now, you've lost it.

Sully turns and goes. Dutch follows him he holds a listing he found on the job tracker.

DUTCH

I think I might have found us something. It's an assembly job in San Diego. Its not exactly the same as what we do, but its the closest there seems to be.

INT. NANA GRANNIES PASTRY PLANT - DAY

Sully and Dutch in hairnets wrap Nana Grannies desert pastries in dainty wrappers as they come down an assembly line. The rest of the line is filled with MIDDLE AGED AND ELDERLY WOMEN. The WORKER next to Sully is a little round woman who keeps singing the same section of a song to herself over and over.

LITTLE ROUND WOMAN

"Ain't no mountain high enough. Ain't no valley low enough...Ain't no mountain HIGH enough to keep me from getting to you."

It's driving him crazy. The woman next to Dutch meanwhile is telling him all about her medical history.

CHATTY WOMAN

I got carpel tunnel from folding these all day, can you believe that? People think that you can only get it from typing at a keyboard, but I am living proof...

Dutch nods politely. The Woman next to Sully keeps singing.

LITTLE ROUND WOMAN

"Ain't no mountain high enough.
Ain't no valley low enough...
Ain't no mountain HIGH enough to
keep me from getting to you."

SULLY

It's actually "ain't no river wide enough" -- the third part. Not "ain't no mountain high enough" ...again.

She ignores him and keeps singing it her way as Dutch's woman keeps talking.

CHATTY WOMAN

...When I was 35, I got a horrible case of the whooping cough. I pulled five muscles in my back just from the retching, And it's never been the same since...

LITTLE ROUND WOMAN

"...valley low enough..."

SULLY

...I just thought if you're going to sing the same song for eight hours straight you'd want to know what the lyrics are.

LITTLE ROUND WOMAN

"...HIGH enough..."

SULLY

But, I guess not.

CHATTY WOMAN

...At lunch if the sandwich cart boy offers you the tuna sandwich, you say no. I ate it once and had the violent runs for a week. I actually passed blood.

DUTCH

Yeah, that's really not "new friend" information.

LITTLE ROUND WOMAN

"...keep me from getting to you..."

SULLY

You know there's whole other parts of that song as well, outside of the three line chorus that you seem to enjoy so much.

She keeps singing and the Chatty Woman just keeps talking.

CHATTY WOMAN

...They had to hook me up to an IV because I was so dehydrated.

LITTLE ROUND WOMAN

"...HIGH enough."

Finally, neither of them can take it anymore.

SULLY

Well, I'm done.

DUTCH

Me too.

They both take off their hairnets and aprons and walk out.

EXT. AMERICO FACTORY - NIGHT

Dutch and Sully sit across from their now empty old factory at night. They have a twelve pack of beer out and are drinking. We see Dutch's car parked in the background.

DUTCH

I'm sorry about that. That place wasn't right for us. We need to work someplace that feels like there should be a Springsteen song blaring at all times.

SULLY

There isn't any place like that anymore. Not around here.

We see that the coffee shop where Dutch picked up the girls and the other shops that were around are closed as well.

DUTCH

It'll get better, you just got to look on the bright side of things.

SULLY

What bright side? Both sides are dark, Dutch. I don't see any bright. We have no money, no jobs, we live in a crap apartment...which we're probably going to get evicted from any day now.

DUTCH

All I'm saying is it could be worse.

In the background we see some GUYS sneak up and break into his car. They are repossessing it. They get in and start it up. The guys hear them and turn. Dutch runs towards the car.

DUTCH

What the-

REPO GUY

Dutch Adams, your car is being repossessed for failure to pay.

He starts to drive off. Dutch desperately runs alongside trying to hold onto it.

DUTCH

No, no, you can't. You can't take her!!! MICHELLE!!!!!!

They drive off. Finally all of it, all the shit, the outsourcing, girls rejecting him, all the crappy jobs, it all comes to a head.

EXT. DUTCH AND SULLY'S APARTMENT BUILDING - NIGHT

Sully and Dutch walk in silence back to their apartment. They round the corner and out front of their apartment building, they see all their stuff just sitting on the street. They've been evicted.

They don't even react. They just walk on past it.

INT. MAV'S BAR - NIGHT

They walk into the local bar that we saw earlier. It's still full of all their old co-workers except all the old workers from the factory are now dressed in VARIOUS UNIFORMS FROM KINKOS, BLOCKBUSTER, SUBWAY, 7-11, ETC. They're all depressed and drinking their troubles away.

Sully and Dutch head to a table. As they walk past one of the guys in a Blockbuster uniform spits at Sully's feet. The guy in the 7-11 uniform flips him off. Sully is used to this. They sit down and Sully motions for a couple of beers.

Dutch looks around. The place now has a distinctly depressing vibe about it. Their beers come and they start drinking. Dutch's eternal optimism appears finally to have been sapped. Sully notices this.

DUTCH
I want our old lives back.

SULLY
...Then maybe we should go get them.

DUTCH
What are you talking about?

SULLY
I'm talking about if they're just going to take our American jobs across the border, then maybe we should just go across the border and take them right back.

DUTCH
What are you saying? That we should move to Mexico?

SULLY
Why not? We've got nothing left here. Everyone hates me. And you heard what Dr. Molly said, our jobs aren't coming back. What do you want to do deliver papers the rest of your life?

He doesn't.

SULLY
Come on, think of how great it will be! We love Mexico! We've always loved driving over the border eating cheap Mexican food and drinking tequila until we throw up. We've been doing it since high school. Now we just won't have to drive.

Dutch is starting to get into it.

SULLY

And they operate on "Manana time" down there, buddy. We won't have to work too hard. They'll be a guy there telling us we need to slow down. ...Everything's cheaper down there. We can sell all our stuff, get a nice place. Get our old jobs back. ...Our old lives back.

DUTCH

Yeah... but, I don't really tan too easily. I won't fit in.

SULLY

Sure you will. There are tons of blond haired, blue eyed people in Mexico ...granted they're mostly in Cancun and most of them are foreigners, but it doesn't matter.

He's starting to pull Dutch out of his funk. He's starting to get into it now.

DUTCH

Well, I am 1/16th Mexican. They are kinda my people.

SULLY

That's right! It will be like returning to your homeland. ...We should go, it will be an adventure. We'll be like Butch and Sundance.

DUTCH

Didn't they die down there?

SULLY

Yeah, but they had a lot of fun before then. ... Look, I'm not going to go without you. It's either both of us or nothing. But, I think we should do it.

DUTCH

(smiles)
All right, let's do it.

INT. PAWN SHOP - THE NEXT MORNING

Sully and Dutch sell all their furniture and stuff. The Pawn shop guy hands them a bunch of cash.

EXT. ROAD - DAY

With all their clothes and the rest of their stuff in the back seat, Sully and Dutch head towards the border in Sully's beat up old crap car.

EXT. U.S./MEXICAN BORDER - DAY

They get to the border. We see this long line of people and cars heading from Mexico into the U.S. While there is no line on our side heading into their country.

There is a CUTE MEXICAN GIRL working at the border.

CARMEN

Hola, may I see your passports or licences, please.

Dutch shows her their licenses.

DUTCH

You sure may. Dutch Adams and Sullivan Foster. We're moving in. ...What's your name?

CARMEN

Carmen.

She takes their licenses. Stamps visas for them and hands them back to Dutch.

DUTCH

You have a very pleasant way about you, Carmen. You should give me your number, we should hang out some time now that we're gonna be countrymen.

She smiles and writes down her number on his visa.

DUTCH

I'm gonna call you.

They drive across the border and we see the long twisting line of PEOPLE and cars waiting to get into the U.S.

They drive on by it heading the other way.

EXT. MEXICAN COUNTRYSIDE - DAY

Sully and Dutch drive out of the dirty border towns through beautiful rolling hills. They pass old stone Aztec temples. Countryside with running horses. Burros, wandering.

DUTCH

Maybe we should sell your car and buy burros.

SULLY

Matching burros?

DUTCH

Yeah, we could ride them to work together.

SULLY

I don't know if we could get that much for this car.

EXT. CARTAHERA, MEXICO - DAY

Sully and Dutch pull into the small Mexican town.

They get out of the car. And look around. More *Three Amigos* charming than Tijuana-sketchy. People sell all sorts of foods out of carts in the street: Tortillas, giant chilies, Nopals (prickly pear cactus), etc. Chickens and other farm animals walk freely through the dirt road.

SULLY

Lets see if someone knows where the factory is.

They look around for someone to ask. They see a couple of UGLY, OLDER MEXICAN MEN sitting outside the local bar sipping tequila. Then beyond them in the center of town they see an extremely beautiful woman buying lunch from one of the vendors. This is SOFIA. Smart, sexy, and beautiful, she is like a Spanish Norma Rae, or wants to be.

DUTCH

Her. Let's ask her.

They walk up to Sofia.

DUTCH

Parlo anglaisez?

SOFIA

(laughs)

Yes, I speak English. What language was that though?

DUTCH

...I'm not quite sure, I took a little Spanish and French in high school, they all kinda blend together.

SULLY

He didn't do very well. We're a little lost and we're wondering if you could help us.

SOFIA

I'd say so, Cancun is a few hundred miles that way, vatos. No Girls Gone Wild here.

SULLY

No, we're pretty sure we're in the right town. We're looking for the Americo factory.

SOFIA

(intrigued)
Really? Why?

DUTCH

It's a long story, We used to work there, then they moved down here, so anyway, we've come to get our jobs back.

SULLY
Do you know where it is?

SOFIA
Yes...I work there. I am just on my
lunch break. I'll show you.

Sofia starts to lead them.

SOFIA
What did you do there in the U.S.?

SULLY
We were hunter/gatherers.

DUTCH
Well, he was, I was actually a
slash and burner.

SULLY
But, sometimes we'd slash and
gather.

DUTCH
And other times we'd hunt and burn.

SOFIA
(smiles)
I meant at the factory

SULLY
Oh, right, at the factory. We
were assemblers.

She turns away laughing. As soon as she does Dutch and Sully
immediately do rock, paper, scissors to see which of them
gets to go after her. Sully has rock, Dutch scissors. Sully
wins. Dutch makes a face, upset.

EXT. FACTORY ROAD - DAY

Sully and Dutch follow Sofia through the gates to the
factory. Dutch is still talking about losing Sofia.

DUTCH
(whispering)
Are you sure we can't just have a
do-over on this one?

SULLY
No do-overs, Dutch. You know the
rules. They've been the same
since ninth grade.

Outside the gates there is a KID selling bootleg DVDs and
CDs. And there are like FOUR FAT MEXICAN MEN drinking beers
and just hanging out. They ogle Sofia.

FAT MEXICAN
(in Spanish)
Hey, chica, why don't you come
over here and give us kisses.

ANOTHER FAT MEXICAN GUY
(in Spanish)
Yeah, bring your tight pants over
here so I can fill you like a
quesadilla.

They all start laughing and making disgusting kissing
gestures at her.

SOFIA
(in Spanish)
I would muchachos but I don't
date women.

The men all laugh and high five each other.

DUTCH
I don't know what she said, but I
like it.And you know I
totally respect the rules by the
way. I only ask about the do-over
because I just have this feeling
about her.

SULLY
In the thirty seconds since we've
met her?

DUTCH
Yeah, that's when you know, those
first thirty seconds. ...She just
seems so great. She's totally my
type. ...We just seem to have a bond.
I really feel like maybe she could be
the one.

They walk into the courtyard outside the factory and there is
a FOOD TRUCK setting up for lunch. Amidst the workers there
is LUPE, an if possible even more beautiful local girl. Dutch
sees her and instantly cedes Sofia to Sully.

DUTCH
But, you know what don't worry
about it. You won, fair and
square. I can't take that away
from you.

(beat)
How come no one like them worked
at our factory? We just had like
Bob and Larry.

SULLY
That's what I was saying. How
great is this gonna be?

Lupe looks up at Dutch. He smiles at her, she gives him a
little smile back and then quickly looks away.

SOFIA
Follow me, I'll introduce you to
the hirer.

INT. AMERICO FACTORY, MEXICO - DAY

The HIRER walks with Sully, Dutch, and Sofia.

HIRER

I am so pleased that you both have come here. Our manufacturing is doing very well, but we have been having problems with assembly and meeting our quotas.

It all seems familiar except that they're in another country and it has a distinct third world vibe.

HIRER

So to have two such workers with such experience -- perhaps you can show everyone how it was done back in the U.S.

Sully turns to Dutch.

SULLY

What did I tell you, not as good as us.

He shows them to the line. Sofia follows behind. Above the line of workers we see two very large, scary looking ENFORCER type guys who keep watch over the workers. They are TINO and HECTOR.

HIRER

Here we are. I must get back to the office, but I will leave you to get acquainted.

Everyone stops to look at Sully and Dutch. There are MEXICAN MEN AND WOMAN OF ALL AGES. They all just stare at them.

DUTCH

(sotto)

Maybe we should say something.

Sully shrugs. Dutch turns to Sofia.

DUTCH

Would you translate?

Sofia nods.

DUTCH

Hey, How's it going? I'm Dutch,
this is Sully.

Sully waves. Sofia translates to the workers in Spanish.

DUTCH

We worked up at the Americo factory in the U.S. until they shut down and moved here.

SOFIA

(in Spanish)

The greedy fat capitalist pig company Americo wanted to make more money so they fired us and came down here where they can pay you all much less.

Sofia smiles at Dutch and motions for him to continue.

DUTCH

And since the job market is really bad and this is the only thing either of us were ever really good at we decided to just go where the jobs are and come down here.

SOFIA

(in Spanish)
And so we decided to come down here to FIGHT FOR YOU, for your rights against the greedy corporate pig-men!

The Enforcer guys hear this and start to head down towards them.

DUTCH

Anyway, we're really excited to be here and look forward to hanging out and partying with you all Mexican-style. Sully, do you have anything you want to add.

SULLY

No, that was good.

Dutch motions for Sofia to translate.

SOFIA

(in Spanish)
We look forward to standing up to the management cowards and not resting until you all have decent wages, healthcare plans, safety and environmental standards...

Sofia keeps talking, Dutch turns to Sully.

DUTCH

Wow, that one's taking a lot longer to translate.

Sofia continues with her pro-worker speech.

INT. AMERICO FACTORY - CONTINUOUS

Pudford talks on his cellphone as he walks through the factory. In the background everyone works very hard. INTERCUT with BILL WEISSMAN at CORPORATE IN SAN DIEGO.

BILL WEISSMAN

Richard, we are very pleased with these manufacturing numbers. If things keep up we might further consolidate and move our call center down there as well. We are a little concerned about the assembly however.

PUDFORD

It's all part of the transition process, Bill. We're still ironing out a few kinks, but rest

(MORE)

PUDFORD (cont'd)
assured we're gonna get our
numbers up-

Out of the corner of his eye Pudford sees Sully and Dutch and Sofia speaking to the workers and does a double take.

PUDFORD
Bill, let me call you back.

He hangs up and runs up to them.

PUDFORD
What's going on?! What are you
two doing here?

SULLY
Hey, Pudford.

DUTCH
Hey, Pudford.

He then sees Sofia.

PUDFORD
And what are you doing here?
You've been fired and are not
allowed on these premises.

The Enforcers run up.

PUDFORD
What am I paying you for? Show
her out and make sure she doesn't
sneak back in again.

BIG ENFORCER GUY
Si. Senor Pudford.

They take Sofia out. Sully calls after her.

SULLY
Nice meeting you.

Sofia nods and smiles back at him. Everyone is staring.

PUDFORD
All of you back to work. Work.
Chambear!

They go back to working. Pudford now focuses his gaze on Dutch and Sully.

INT. PUDFORD'S OFFICE - DAY

Sully and Dutch sit in Pudford's office. He looks stressed and pissed at their presence.

PUDFORD
I'm not hiring you.

SULLY
Why not? It will be just like old
times.

DUTCH

Just think of us as a little
piece of home.

PUDFORD

That's why I'm not hiring you. None
of you back there ever had any
respect for me. Always making
comments and belittling me behind
my back. Don't think I don't know
what was said about me.

SULLY

We've changed.

DUTCH

Yeah, we're very different.

PUDFORD

It doesn't matter. Even if I wanted
to hire you, which I don't, neither
of you have work visas, paperwork,
any of it. Without those I literally
can't hire you. Maybe if you did, it
would be different, but you don't,
so I guess you'll just have to go
back home.

CUT TO:

INT. MEXICAN VISA OFFICE - DAY

Sully and Dutch sit in the small Mexican visa office in
Cartahera. They've just explained things to the OFFICIAL. He
starts to laugh.

VISA OFFICIAL

Who put you guys up to this? Was
it Pepe?

DUTCH

What? Pepe? No, no one put us up to
this.

VISA OFFICIAL

Seriously, who sent you guys? It
was that joker Juan Carlos right?
I am going to punch that guy in
the nuts when I see him. He's
hiding in the hallway, right?

The Visa Official gets up and goes to check out in the
hallway. Dutch and Sully just sit there waiting.

VISA OFFICIAL (CONT'D)

There's no one there.

SULLY

Yeah... Anyway, Like I was saying
our jobs were really outsourced
down here and we really came to
get them back.

VISA OFFICIAL

No shit?

SULLY
No shit. None.

VISA OFFICIAL
Wow. No one has ever come here asking that before. We get a lot of Mexicans wanting visas to go work in the U.S. But we've never had an American, let alone two wanting to come work here before. You're economy must be pretty fucked up.

DUTCH
Yeah, So we just wanted to find out what we needed to do so we can get our jobs back.

VISA OFFICIAL
You got me. ese. Maybe there's something in here about it.

He starts looking through the manual.

INT. MEXICAN VISA OFFICE - A LITTLE WHILE LATER

The Official has finished going through the manual. Nothing.

VISA OFFICIAL
Nada. Let me ask my supervisor.
Maybe he knows.

INT. MEXICAN VISA OFFICE - A FEW MINUTES LATER

The Supervisor now stands before them.

SUPERVISOR
Huh. That is a tough one. Let me call upstairs.

INT. MEXICAN VISA OFFICE

The office is now full of people going through books, papers all searching for an answer. Finally one of them has an idea.

VISA OFFICIAL
What about the NAFTA?

Everyone nods in agreement.

OTHER VISA OFFICIALS
Si, si, the NAFTA.

One of the officials finds the agreement in one of the files.

VISA OFFICIAL
Here we go. . .According to the agreement, if you are an American Citizen wanting to work for an American owned company down here.

SULLY
We are.

VISA OFFICIAL
And have a specific skill.

DUTCH
We have those.

VISA OFFICIAL
And are not wanted criminals.

SULLY
No, not yet.

VISA OFFICIAL
Then it seems you have every
right to come down here and work.

OTHER VISA OFFICIAL
You're cool, eses!

SULLY
Can we get that in writing?

CUT TO:

INT. PUDFORD'S OFFICE - DAY

Pudford holds their work visas and looks at the agreement. He looks up at them.

PUDFORD
I'm still not hiring you.

SULLY
Is it because you don't want people here to find out that no one liked you back home? Look, we won't tell anyone.

DUTCH
Yeah, they'll figure that out on their own.

PUDFORD
(fuming)
I have enough to worry about without having to deal with you two as well.

SULLY
We know you're having problems with assembly and that you're not making your quotas.

PUDFORD
How do you know that?

DUTCH
It doesn't matter. We know this job, we could do it in our sleep.

SULLY
We also know that if you don't make your quotas, you're gonna be the one out of a job. We can help.

Pudford seems dubious.

SULLY

Look, we didn't come here to cause any problems or to get any sort of payback for your dick move of firing everyone and moving the factory down here, and it was a dick move by the way. We just want our jobs back.

Pudford looks at both of them for a minute.

PUDFORD

Fine. You can start tomorrow.

But, stay out of my way,

(He looks at Dutch)

Especially you. And the first sign of any problems I'm outsourcing you both right back to the U.S. Now get out of my office.

EXT. PUDFORD'S OFFICE

Pudford closes the door. Sully looks at Dutch.

SULLY

Why does Pudford want you to stay out of his way?

DUTCH

I really don't want to talk about it.

Sully is intrigued. Dutch quickly changes the subject.

DUTCH

Let's go find someplace to live.

INT. LEASING OFFICE, CARTAHERA, MEXICO - DAY

Sully and Dutch stand at the counter of the leasing office. Sully puts their bag of American money from selling all their stuff on the counter.

SULLY

What can we get for this?

Sully opens the bag. The RENTAL MAN looks inside. His eyes go wide.

CUT TO:

INT. LAKEFRONT HACIENDA - DAY

The Rental Man, MR. HERNANDEZ-FERNANDEZ leads Sully and Dutch into a beautiful little house on a lake.

MR. HERNANDEZ-FERNANDEZ

Four bedrooms, three baths, jacuzzi tubs, wet bar, big screen TV, and it also comes with it's own manservant, Manuel.

He motions to MANUEL, a fifty-something short, pudgy, Mexican man in a butler's uniform. He smiles at them broadly.

MR. HERNANDEZ-FERNANDEZ
It used to belong to Juan
Caloroso the biggest drug dealer
in the area. But it has been
empty since he was gunned down
five years ago by the Federales.
Don't worry it wasn't in here,
they killed him out in the lake.

SULLY
We'll take it.

MR. HERNANDEZ-FERNANDEZ
Manuel will get your bags.

Manuel trudges outside to get their stuff.

EXT. SULLY AND DUTCH'S HOUSE - SUNSET

Sully and Dutch walk out onto the patio overlooking the lake
at sunset. It is a beautiful view. They each pop open a beer.
Sully holds his up.

SULLY
To our new lives in Mexico.

DUTCH
To our new lives in Mexico.

They toast and take a drink. Manny comes back in.

MANUEL
I have brought in all your things,
senors. Whatever you need you just
let Manny know. I will cook and clean
for you until my hands bleed.

SULLY
You might want to stop before it
gets to that point. But, you know
whatever you want.

MANUEL
I am so excited that someone is
living in the house again.
(beat)
My friends say that sometimes when
I drink I can get kind of out of
control, but I would never hurt you
guys. ...Well, good night.

DUTCH
That's probably just a problem in
the translation.

SULLY
Probably.

They look out and admire their beautiful view. Next door a
car pulls into the driveway of the much bigger much more
lavish mansion next to them. Pudford gets out of the car.

DUTCH
Is that...?

SULLY
Pudford. HEY PUDFORD!

Pudford sees them and sighs. He just walks inside not happy.

DUTCH
Maybe we should bring them a bunt
cake.

Mrs. Pudford looks out the window at them. Dutch sees her and quickly moves behind Sully. Sully notices this.

EXT. DUTCH AND SULLY'S HOUSE - MORNING

The sun rises over the lake.

INT. DUTCH AND SULLY'S HOUSE - MORNING

Sully lies in his bed. He opens his eyes and sees Manny just standing there. It's startles him.

MANUEL
Good morning, Senor Sully,
breakfast is ready.

Manny leaves. Sully yawns and gets out of bed.

INT. DUTCH'S ROOM - MORNING

Dutch is already up, excited to get to work. He comes out of the bathroom fully showered and dressed. Manny stands waiting for him holding a brush.

DUTCH
Oh, hey, Manny.

MANUEL
Breakfast is ready, Senor Dutch.

Dutch nods. Manuel keeps standing there.

DUTCH
Is there something else?

MANUEL
Si, for all the years that people
lived here every morning before
breakfast I would always brush my
mistresses hair. It is tradition.

Dutch just stares at him.

DUTCH
Yeah, that's okay, we don't need
to do that.

Manny looks really sad. He turns to go as he does we hear him start to cry. Dutch looks after him and feels really bad.

DUTCH
(really hesitant)
Um, well, ...Okay, Manny, if you
really want to I guess we could
do...that. Just for a minute.

Manny turns back excitedly. Dutch sits. Manny starts to brush his hair. Dutch looks really uncomfortable.

INT. DUTCH AND SULLY'S HOUSE, KITCHEN - DAY

Sully is eating what looks like an extravagantly cooked Mexican breakfast. Dutch walks in feeling a little weird.

SULLY
You gotta try this, it's amazing.

DUTCH
(nods)
Hey, did Manny offer to brush your hair this morning?

SULLY
No. Did he offer to brush yours?

DUTCH
(quickly)
No.

Sully looks at him.

SULLY
Your hair looks really nice today though.

Dutch looks at his reflection on the window.

DUTCH
It does doesn't it?

Sully nods. Dutch starts to eat.

EXT. AMERICO FACTORY - DAY

Dutch and Sully walk towards the factory. The Big Enforcer Guys stand at the gates as everyone files in.

Sofia stands outside the gates trying to pass out pamphlets. Under watch of the Enforcers no one takes them.

INT. ASSEMBLY LINE - MORNING

The Guys take their places on the line. The parts start coming down the line. Pudford watches from above.

Sully and Dutch look up at him and assemble theirs without hardly looking. They finish well before the Mexicans next to them.

Satisfied, Pudford walks off. Sully and Dutch start work on the next one.

INT. ASSEMBLY LINE - LATER

Sully and Dutch assemble. They keep looking up at the clock waiting for the break. The Mexicans around them are working really hard, assembling as fast as they can. They just don't know how to do it as well as the guys.

It's a much more serious environment than in the U.S. No one talks they just work, as the Enforcers watch from above.

SULLY
When do you think our break is?

Dutch shrugs. Sully looks back up at the clock.

INT. ASSEMBLY LINE - LATER

Sully wipes sweat from his brow. He looks up at the clock, another hour has gone by. Still no break.

INT. ASSEMBLY LINE - DAY

Another hour goes by nothing. ...Then another.

Finally. One of the Big Enforcer Guys yells something in Spanish. People start to file out. Then he turns to Sully and Dutch and says very intimidatingly.

BIG ENFORCER GUY
Lunch. 15 Minutes.

EXT. AMERICO FACTORY, COURTYARD - DAY

Sully and Dutch stand in line at the food truck for lunch.

SULLY
Fifteen minutes for lunch. And no break in the morning. What's that about? So much for manana time.

DUTCH
Yeah, they didn't seem to get the memo about manana time. ...It does have it's charms though.

Dutch is staring at Lupe who is serving the food. They get up to the front. Lupe gives them food. Dutch smiles at her.

DUTCH
Gracias.
(speaks loudly)
Thank you. This looks great!

She smiles. And moves on to the next person.

Dutch and Sully sit down and start eating their lunch. Dutch keep staring at Lupe. She is now starting to clean up.

DUTCH
Our lunch ladies never even remotely looked like that. ...I'm gonna go talk to her.

SULLY
Do me proud.

Dutch goes up to Lupe as she is putting things back in the truck.

DUTCH
Hey, how's it going?

Lupe motions that she doesn't understand.

DUTCH
You don't speak English? Well,
that sucks.

Dutch then goes over to a table and sees one of the young guys that works on their line. This is PEDRO.

DUTCH
Do you speak English?

PEDRO
Si. I mean yes.

DUTCH
Great. Could you help me out for a second?

PEDRO
Sure.

Dutch shakes his hand and brings Pedro back over to Lupe. Lupe stops and looks at them.

DUTCH
I'm Dutch.

Dutch motions for Pedro to translate. He does. Lupe says something back in Spanish.

PEDRO
She says she's Mexican.

DUTCH
No, no, that's my name... Dutch. I'm actually not Dutch at all. I'm part Irish, Scotts German, a little Italian, a tad Cherokee. I'm also apparently 1/16th Mexican on my father's side. But, people always think that I'm Dutch -- mostly because of my name and also because I like to wear wooden shoes. ... I'm just kidding about the wooden shoes part.

Lupe looks at him blankly. Dutch motions for Pedro to translate.

Sully sees Sofia sitting outside the gates with her pamphlets. He grabs some food and heads out there.

EXT. AMERICO FACTORY, MEXICO - CONTINUING

Sully goes up to Sofia with a tray of food.

SULLY
I brought you some food. I hope you like Mexican.

SOFIA
(laughs)
Gracias.

She starts to eat.

SULLY

So what did you do to get fired
and piss off Pudford? ...Lure him
to a seedy motel, drug him, steal
one of his kidneys?

SOFIA

No.

SULLY

Both his kidneys?

SOFIA

I tried to form a union. Get better
wages and rights for the workers.

SULLY

Well, than you deserve everything
you got.

SOFIA

That's what I do.' I travel from
town to town, factory to factory
and try to organize the workers.

SULLY

And how's that going for you?

SOFIA

Not so well. They are all too scared
of losing their jobs. You should help
me. I think they'd listen to you.

SULLY

Tempting, but I don't want to lose my
job. I've done that enough this year.
Besides I'm kinda burnt out on
unions. But, if you want we can talk
about it more sometime, maybe while
giving each other not-so-platonic
backrubs in my jacuzzi. Did I mention
we have one of those at the house?

SOFIA

Tempting, but I'll pass. Charming
offer though.

SULLY

I thought so. If you change your
mind you know where to find me.

Sully starts to head back.

SULLY (CONT'D)

I'd hurry up though. I'm not
going to be available forever.
I'm a pretty good catch.

SOFIA

I'll take my chances. ...Thank
you for the lunch.

Sully nods. The Big Enforcer Guys motion to go back inside. Dutch says goodbye to Lupe.

DUTCH
I gotta get back to work. Tell her that it was nice talking to her.

Pedro translates. Lupe speaks back.

PEDRO
She says it was nice to talk to you too.

Dutch and Pedro head back inside. Sully walks up.

DUTCH
I think I'm gonna like it here.

BEGIN MONTAGE

INT. DUTCH AND SULLY'S HOUSE - DAY

Dutch and Sully take money out of their still pretty full bag of American money.

INT. MEXICAN BAR - NIGHT

Dutch and Sully line up shots of tequila on the bar and shoot them all.

They then throw down money for more. The Mexicans all look at them oddly as they sip their tequila.

EXT. AMERICO FACTORY, MEXICO - MORNING

Dutch and Sully walk towards the factory. Sofia is still out front trying to hand out pamphlets. Sully winks at her. She rolls her eyes and goes back to trying to pass out the pamphlets. Still no takers.

INT. BACK ALLEY CLUB - NIGHT

Sully and Dutch throw money down and scream as they cheer on opposing chickens in a COCKFIGHT.

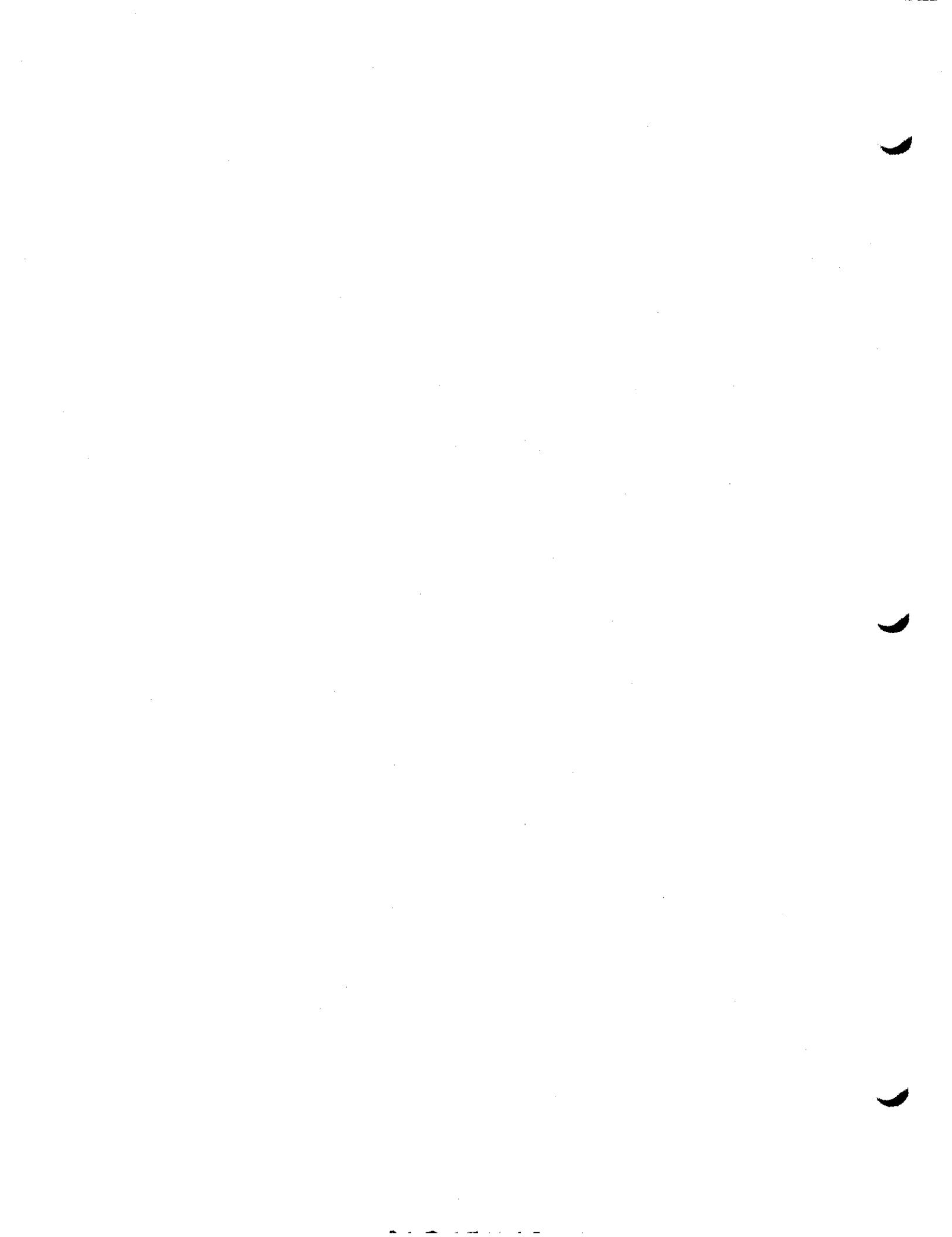
DUTCH
Come on, Martinez, peck his eyes!!! GO FOR THE EYES!!!

SULLY
Keep that wing up, Vicente!!!

The Chickens go at it squawking and pecking like crazy.

EXT. AMERICO FACTORY, COURTYARD - DAY

Dutch with Pedro's help "talks" to Lupe. They seem to be hitting it off.



INT. ASSEMBLY LINE - DAY

Sully and Dutch work along the line. They show the people next to them a better way to do it. They nod and start assembling their way.

INT. BEDROOM - NIGHT

Dutch lies in bed reading Dr. Elizabeth Reid's book "Spanish Lingo for the Savvy Gringo: A Do it Your Self Guide to the Language, Culture and Slang."

He seems really into it.

INT. ASSEMBLY LINE - DAY

Dutch and Sully flirt with CUTE FACTORY WORKERS. Parts just fly by them on the line as they talk to these girls. The workers around them just pick up the slack and assemble for them.

INT. SULLY AND DUTCH'S HOUSE - DAY

Sully and Dutch throw their Mexican wages into the money bag and take out more American money.

EXT. CAR RENTAL COMPANY - NIGHT

Dutch and Sully hand cash to the Rental Guy and point towards a run down old bus.

EXT. LIQUOR STORE - NIGHT

The drive up to a liquor store. Manny rolls some kegs out of door and they load them on the bus.

EXT. BAR, CANCUN - NIGHT

SCANTILY CLAD SPRING BREAKERS drink and party outside a bar in Cancun.

The rented bus with Manny driving pulls up out front. On the side of the bus there is a large sign that says: "WANNA PARTY AT OUR MANSION?"

Spring Breakers head for the bus. The door opens.

INT. BUS - NIGHT

Sully and Dutch hand out beers from the keg as they drive. Three MARIACHI PLAYERS play in the back of the bus.

INT. ASSEMBLY LINE - DAY

Sully looks up at the clock still waiting for his break.

Fed up, Sully puts down his stuff and walks over to one of the enforcer guys. Everyone sees him stopping work and doing this. They all look a little shocked.

SULLY

So when's our break?

He just laughs at Sully and motions for him to go back to work.

INT. DUTCH AND SULLY'S HOUSE - NIGHT

Music blares as Dutch and Sully party with the spring breakers. Dutch has his shirt off and is playing bongo drums loudly as a limbo contest goes on nearby.

Sully drinks margueritas with a BEAUTIFUL BIKINI CLAD WOMAN.

SULLY

We're in the Foreign Legion. Down here undercover to stop the Qaeda from sneaking into the U.S. from Central America. That's Al Qaeda to you civvies. But in the legion we just call it "the Qaeda".

SPRING BREAK GIRL

That's really brave. Can I make out with you?

SULLY

(shrugs)
Sure.

They start to make out.

Manny runs by with a snorkel on his face giving a piggyback ride to another hot spring breaker.

EXT. AMERICO FACTORY, COURTYARD - DAY

Dutch sits with Lupe and Pedro eating lunch. Dutch says something funny. Pedro translates to Lupe and then she laughs. They keep "talking" translating.

INT. ASSEMBLY LINE - DAY

Sully once again goes up to one of the Big Enforcer Guys.

SULLY

So when's our break?

BIG ENFORCER GUY

When the work is done. Get back to work!

INT. DUTCH AND SULLY'S HOUSE - MORNING

Manny brushes Dutch's hair as they chat away. Dutch is kinda starting to like it.

INT. DUTCH AND SULLY'S HOUSE - NIGHT

Music blares. The party still rages. The local MEXICAN POLICE are now there. They drink forties of beer and dance with Girls. Manny continues to give hot girls piggyback rides. As he does he knocks out the cord to the stereo and the music stops. In the silence we hear what sounds like loud, high pitched moaning coming from outside. It kinda sounds like someone is singing Opera.

Dutch hears it first and gets nervous. Then Sully hears it. But, it's not opera music, it's the Pudfords having sex. This realization hits Sully. He looks at Dutch, who shrugs sheepishly. Manny plugs the cord back in. The music starts again and it's gone. Sully shakes his head and goes back to making out with the girl.

INT. PUDFORD HOUSE - NIGHT

Pudford and Mrs. Pudford lie in bed trying to make sweet love. The room is covered with candles and Kabbala chanting music plays in the background. But, the loud sounds of MUSIC and partying from the party next door are ruining the mood. Suzie angrily pushes Pudford off her and stops. Pudford looks out the window pissed.

INT. LOCAL MEXICAN RESTAURANT - NIGHT

Sully and Dutch stuff their faces with amazing local Mexican food.

EXT. DUTCH AND SULLY'S HOUSE - NIGHT

Dutch sits in the jacuzzi with Manny. Manny holds flashcards and is quizzing Dutch on Spanish words.

DUTCH
Ocean.

MANUEL
Correcto!

He holds up another that reads "cubeta"

DUTCH
Bucket.

MANUEL
Correcto!

Manny flips to another card.

INT. DUTCH AND SULLY'S HOUSE - NIGHT

Dutch and Sully toss their Mexican wages in the money bag and take out more American cash.

EXT. ARENA - DAY

Sully and Dutch watch a BULLFIGHT. The Pudfords are there a few rows away. The Matador dodges the bull and then he stabs it. The crowd cheers. Suzie Pudford on the other hand looks totally disgusted.

SUZIE PUDFORD
Oh, we're leaving.

They get up to go, As they head down the aisle. Suzie sees Dutch and starts to fix her hair.

SUZIE PUDFORD
(a little too loudly)
Hi, Dutch.

DUTCH
Oh, hey, Suzie. Pudford.

Suzie licks her lips and winks at Dutch. Pudford sees this. He angrily clears his throat. He takes her by the hand and leads her away glaring angrily at Dutch. Sully stares at Dutch, disgusted.

SULLY
Really?

DUTCH
I was really drunk.

SULLY
Can you be that drunk?

EXT. AMERICO FACTORY, COURTYARD - DAY

Dutch sits with Lupe talking her ear off.

DUTCH
I've been working on my Spanish so we can talk more. I'm still a little shaky, but I know now that *embarazada* doesn't mean embarrassed in Spanish like it sounds, but rather pregnant. So I was actually not *embarazada*'d the other day when I used it wrong in a sentence. Nor was I pregnant, although we still have to wait for the results from the clinic to be totally sure, because those pee stick things aren't 100% accurate. . . . You know you're really easy to talk to.

Lupe just smiles. Dutch notices that lunch is over.

DUTCH
I gotta get back to work, but I'll talk to you manana.

Lupe smiles. Dutch smiles back and heads back into work. One of Lupe's co-workers approaches.

LUPE'S FRIEND
(in Spanish)
When are you going to tell him that you speak English.

LUPE
(in Spanish)
When he speaks to me in Spanish. I will speak to him in English.

Her friend gives her a look.

LUPE'S FRIEND
(in Spanish)
I like this one, Lupita. He is very sweet and his hair is brushed very prettily.

Lupe thinks about this and they start to clean up.

INT. ASSEMBLY LINE - END OF THE DAY

Finally the bell rings signifying the end of the day. One of the Big Enforcer Guys walks up to Sully.

BIG ENFORCER GUY
Now. Now is your break.

SULLY
You're pretty big, are you on the juice? Because I hear that can make people hostile.

He just glares at Sully as he and Dutch walk out.

The MONTAGE ENDS with a shot of their bag of money which is now mostly empty of American money.

INT. SULLY AND DUTCH'S HOUSE - DAY

Sully flips around on the big screen TV trying to find something to watch. He flips past Mexican soap operas, Mexican wrestling and finally settles on Mexican MTV.

Dutch walks in wearing a Mexican soccer jersey with Manny who is all done up in Mexican soccer fan gear. His face is painted.

SULLY
How was the game?

DUTCH
Sully, you missed out. Mexican futbol is intense! That's what they call soccer here, futbol. I don't know why. And Manny met a girl.

MANUEL
(randily)
Si, a señorita bonita.

DUTCH
You should have come.

Dutch heads in the other room to change. The doorbell rings. Sully gets up to get it, keeping one eye on the TV.

He opens the door. Its the rental man, Mr. Hernandez-Fernandez.

MR. HERNANDEZ-FERNANDEZ
Buenos tardes, Señor Sully.
I have come to pick up the rent.

SULLY
Oh, hey, Mr. Hernandez-Fernandez.
Come on in.
(calls to Dutch)
Dutch, Mr. Hernandez-Fernandez is here for the rent.

DUTCH (O.S.)
Be right there.

MR. HERNANDEZ-FERNANDEZ
I trust you are enjoying the house.
You picked a good time to come the
big Harvest Festival is in a few
weeks. The entire town comes out, it
is very fun.

Dutch walks in with the money bag. He hands the money bag to
Mr. Hernandez-Fernandez. He looks through it, there isn't
enough.

MR. HERNANDEZ-FERNANDEZ
Ah, this, I'm sorry, but this is
not enough.

DUTCH
Oh. We got all this Mexican money
too from the factory.

He shows him the Mexican money.

DUTCH
I haven't quite figured out the
conversion rate yet, But that
should cover it right?

Mr. Hernandez-Fernandez looks at the Mexican money.

MR. HERNANDEZ-FERNANDEZ
Actually, I'm afraid not. ...Perhaps
I could show you something a little
more in your price range.

SULLY
Well, what can we get for this?

CUT TO:

INT. RUN DOWN ONE BEDROOM APARTMENT - DAY

Mr. Hernandez-Fernandez shows them into a beat up little
apartment in the center of town. Water drips from the pipes,
and there is a big hole in the ceiling.

SULLY
And there's not a jacuzzi in this
one?

MR. HERNANDEZ-FERNANDEZ
Sorry.

DUTCH
We'll take it.

Mr. Hernandez-Fernandez leaves. They walk around the crap
hole apartment.

DUTCH
It's not quite the drug dealer's
house on the lake, but this feels
more authentic. It's got a real
Mexican charm about it.

SULLY
There's a hole in the roof, Dutch.

DUTCH
(trying to be positive)
It's a skylight.

Manny brings their stuff in.

MANUEL
Screw that pinche cabron. I stay
with you guys. He better hope I
don't get drunk around him.

Sully pats Manny on the back. Sofia looks in through window
from the street.

SOFIA
Charming new place. You are right,
you don't need a union, you are
making plenty of money without one.

SULLY
We're doing fine. It's a fixer upper.

They move their stuff in.

INT. PUDFORD'S OFFICE - DAY

Pudford is on the phone in his office with Bill Weissman back
at corporate. INTERCUT between the two.

BILL WEISSMAN
Richard, we're very pleased with the
numbers that have been coming out of
there. We've decided to move forward
with phase 2 and move our call center
down there as well. If you think your
people can handle it.

PUDFORD
They certainly can.

INT. AMERICO FACTORY, CALL CENTER - DAY

We see lines of MEXICAN WORKERS wearing headsets and sitting
at computer terminals.

Pudford observes. One perky, large MEXICAN WOMAN is on the
phone she speaks English with a thick accent.

CALL CENTER WORKER
I toll you, I dons know.I
DONS KNOW! ...Don take that tone
wit me!

She then starts SPEAKING VERY QUICKLY AND ANGRILY IN SPANISH.
She hangs up. We listen to another WORKER.

ANOTHER CALL CENTER WORKER
(strong Mexican accent)
My name is Bob and I am in Akron,
Ohio. Go Bengals! I will try to help
(MORE)

ANOTHER CALL CENTER WORKER (cont'd)
you to the best of my ability, it is
part of my Buckeye nature-

Pudford sighs. This isn't working.

INT. AMERICO FACTORY - DAY

Pudford walks by the assembly line. He sees Sully and Dutch. Pudford looks at them and gets an idea.

PUDFORD
You two, come with me!

INT. PUDFORD'S OFFICE

Sully and Dutch sit before Pudford. He tosses a booklet onto Sully's lap.

SULLY
What's this?

PUDFORD
A lesson plan.

SULLY
For what?

PUDFORD
For a accent neutralization/
Americanization class that I want you
both to teach. I need you to teach the
call center workers how to sound and
act less Mexican.

SULLY
But, they are Mexican.

PUDFORD
(annoyed)
I know they're Mexican. But I need
them to stop sounding so Mexican
and to start sounding more American
so when our American customers call
they think they are actually
talking to Americans.

DUTCH
... That sounds really complicated,
Wouldn't it be easier to just hire
actual Americans? They have a lot
more experience acting American
because you know they really are.

PUDFORD
It's cheaper to do it here so we're
doing it here! Look, I don't have
time to argue this with you. The
outsourcing company can't send anyone
down for two months, they're too
busy, and I can't wait that long so I
need you two to do it.

Sully tosses the manual back at Pudford.

SULLY
Why don't you do it?

PUDFORD
Because I am too busy running
this factory!

SULLY
What's in it for us?

PUDFORD
You get to take two hours out of
your day before lunch for the
next two weeks. I hear you have
been asking about breaks, well
here is your break.

SULLY
And we want more money too.

PUDFORD
Fine, I'll give you each...another
dollar an hour while you're doing it.

SULLY
Three.

PUDFORD
...Fine.

INT. CALL CENTER, MEXICO - DAY

Sully and Dutch stand before the call center employees.

SULLY
I'm Mr. Foster, this is Mr. Adams.
But, we're all colleagues here, so
you can call us Sully and Dutch.

DUTCH
We're here to teach the accent
neutralization/Americanization class.

SULLY
Basically, the company was too
cheap to pay Americans to do this
job. But, don't want anyone to
know that so they've asked us...

DUTCH
To help hide your accents and teach
you to talk and act more like
Americans so that when Americans call
they won't get upset and realize
their jobs have been given away to
cheap foreign labor.

SULLY
Let's get started.

Dutch opens up their manual/lesson plan.

DUTCH
All right, repeat after me:
"Betty bought a bit of better butter,
and then put a quarter in the meter."

Dutch motions to them. They all look confused. They then repeat it back with strongly accented broken English.

CLASS
Betty...bought...quarter
better... in meter.

Sully looks through the book and then tosses it.

SULLY
Okay, these all suck. No one in America talks like this. Those sentences have never been uttered.

The two of them think. They look out the window and see the little kid selling bootleg DVDs.

CUT TO:

INT. CALL CENTER, MEXICO - A FEW MINUTES LATER

A bunch of bootleg DVDs sit on the table. Dutch has just played a scene from *Erin Brockovich*. The class is repeating it back trying to tone down their accents and sound more American. It's going so-so.

CALL CENTER CLASS
...10, that is how many months my daughter is. 2 is the number of times I have been married. 16 is the number of dollars I have in my bank account. 850 3943 that is my phone number and I'm guessing 0 is the number of times you are going to call it.

DUTCH
Okay. That was really good, but try to be more confident.

SULLY
And a little more sassy. Because that's what *Brockovich* is all about -- the sass.

Dutch goes through the DVDs.

DUTCH
Let's try another.

INT. AMERICANIZATION CLASS - A LITTLE WHILE LATER

The class is now watching *Air Force One* on the TV. They all eat snacks as they watch. On the TV asskicking president Harrison Ford peeks around the corner holding a machine gun as Gary Oldman holds the First Lady at gunpoint tossing parachutes out the back of the plane. Oldman sees Ford.

GARY OLDMAN (ON THE TV)
DROP THE GUN! DROP THE GUUUUNNNN!

CALL CENTER CLASS
(repeating)
DROP THE GUN! DROP THE GUUUUNNN!

DUTCH

(re: Gary Oldman)
Now he has a Russian accent so
don't totally copy him, but it's
still good practice.

On screen Harrison Ford tackles Gary Oldman and they fight it
out in the back of the plane as PATRIOTIC MUSIC BLARES.

SULLY

And what do we learn from this?

GIRL CALL CENTER WORKER

That Americans don't take any shit?

DUTCH

That's right. What else?

PEDRO

That they kick ass and take
names, even the President!

SULLY

Also right, very good Pedro.

DUTCH

And how can you apply that to your
call center duties as Mexicans
pretending to be Americans?

PEDRO

(unsure)
That we should also not take any
shit?

DUTCH

Exactly. ...Let's watch the end.

Harrison Ford tosses Gary Oldman out the back of the plane.

HARRISON FORD (ON THE TV)

GET OFF MY PLANE!!!

The class then repeats with great gusto.

CALL CENTER CLASS

GET OFF MY PLANE!!!

Sully and Dutch applaud. Sully mock wipes tears from his
eyes.

INT. AMERICANIZATION CLASS - LATER

Bad Boys 2 plays on the TV. Two of the Men are repeating the
dialogue one mimicking Will Smith, another Martin Lawrence
trying to copy their accents and attitude.

RAUL

"By the time you all are finished
being diplomatic my sister is
going to be in a f-ing box!"

SULLY
Good, now keep it macho, Pedro.
Let's see some machismo.

PEDRO
"He ain't getting away from us
that easy!"

SULLY
Now show me that Big Willy
confidence. Everyone now.

CLASS
"WE RIDE TOGETHER, WE DIE
TOGETHER. BAD BOYS FOR LIFE."

On screen Will Smith and hugs a sobbing Martin Lawrence.
Pedro hugs Raul. Sully and Dutch give them a thumbs up.

INT. AMERICANIZATION CLASS - DAY

DUTCH
Now let's give you your American
names and backstories.

Sully points to the first guy, Raul, moustached, mid-twenties.

SULLY
What's your name?

RAUL
Raul Castorranzo.

SULLY
Raul, your new name is Jamal
Lefont. You're from Detroit,
Michigan and you don't go out on
Thursday nights because that's
"Survivor night."

The next is a YOUNG WOMAN. Dutch studies her.

DUTCH
You're Priscilla Wong-Neumark.
You're from Wellesley,
Massachusetts, you love the Red
Sox and have a drinking problem.

...An OLDER MEXICAN LADY.

SULLY
Sally Anne Maplethorpe,
Chattanooga Falls, Minnesota. You
work nights at the call center so
you can spend your days watching
your stories on the TV.

...SKINNY MEXICAN TWENTY-SOMETHING.

DUTCH
David Young Jr., you live in your
parent's basement and have a
glandular disorder that makes you
extra sweaty.

...CUTE MEXICAN GIRL.

SULLY
Anna Jane Klein you live in
Beaverton, Oregon and you're a slut!

"Anna" smiles liking this. ...MIDDLE AGED WOMAN.

DUTCH
Becky Tollington, Syracuse, New York.
You love fudge and Clay Aiken.

...FORTY-SOMETHING WOMAN with lots of moles.

SULLY
You're a Christian Scientist,
you're overweight and your
husband has a sexual dysfunction.

...finally Pedro.

DUTCH
And Pedro you're Keyshawn
Frankfort you live in Rapid City,
South Dakota. And...

PEDRO
Can I be a professional killer?

SULLY
Why not?

DUTCH
You work in the call center
during the day...

SULLY
...and at night you kill people
for money.

PEDRO
But only people who had it coming.

SULLY
That part was implied.

Dutch looks up at the clock. It's lunchtime.

DUTCH
All right, that's it for today. We'll
see you all tomorrow. Good work.

The class scatters with everyone smiling and thanking them.
Raul puts an apple on the desk as he walks out. Dutch picks
it up and eats it. Pedro comes up to them.

PEDRO
Some of us are going to get some
cervasas after work if you both
want to come.

SULLY
We love cervasas, assuming by
cervasas you mean beer and not
(MORE)

SULLY (cont'd)
something else in Spanish that we
don't know what it means and
wouldn't want.

PEDRO
Si, beer.

SULLY
Then we'd love to come.

INT. MEXICAN BAR - NIGHT

Sully, Dutch, Pedro, Sofia and Manny and some of the others from the class sit at a table. The Bartender pours them all tequila.

DUTCH
This is what I'm talking about
drinking after work with our co-
workers. This is just like what
we used to do back home.

Sully and Dutch quickly shoot there's. Sofia laughs.

SULLY
What?

SOFIA
We don't do shots of tequila in
Mexico. We sip it. ...Savor it.

Sofia slowly and sexily sips her tequila.

SULLY
It doesn't look as good when I do it.

He quickly downs his again. Dutch sips his like the others. Lupe walks in with a few friends. They sit on the other side of the bar. Dutch eyes her.

SULLY
Why don't you go buy her some
tequila see if she sips it.

DUTCH
Pedro, we're on.

Dutch and his interpreter go up to Lupe. She looks up at him and smiles. He smiles back.

DUTCH
Can I buy you a drink?

Pedro translates. Lupe hesitates and then says something back.

PEDRO
She says, thank you for the
offer, but no thank you.

Dutch looks a little dejected. He nods. They turn back to the table. Sully throws his arms up.

SULLY

What happened? Pedro you didn't tell her that you were a professional killer did you?

PEDRO

It did not come up.

DUTCH

I tried to buy her a drink, but she said no.

PEDRO

Well, I have to go work at the call center. My shift starts at midnight. See you vatos manana. Nos vemos.

Pedro leaves. They all wave at him.

SULLY

Nos vemos back at you.

Sully heads up to the bar to get more drinks. Dutch is a little drunk. So is Manny who passes out on the table.

DUTCH

So Sofia, tell me what I'm doing wrong here. We talk every day at lunch. We seem to be connecting, but then she just rejects me.

SOFIA

Most Mexican woman are very traditional especially in a small town like this. They want a real Mexican man.

DUTCH

I am 1/16th Mexican.

SOFIA

That's a start. For whatever reason Gringos come down here looking to have one night stands with Mexican women. Most Mexican woman don't just want that. They want something more. If you do as well. Show her you are serious, learn her language, get to know her culture, get to know your Mexican side.

DUTCH

I am.

SOFIA

Show her that.

Sully sits back down with the drinks.

SULLY

And what are you looking for?

SOFIA

Not you.

They all drink. Dutch thinks about what she said.

INT. DUTCH AND SULLY'S APARTMENT - NIGHT

Dutch sits in the living room with his Spanish books and tapes. He's writing something. Then looking up and translating. Manny helps him.

EXT. AMERICO FACTORY, COURTYARD - DAY

Lupe sets up for lunch. Dutch walks up to her. She sees him and smiles shyly. He clears his throat and tries to talk to her in Spanish. He has his Spanish book with him. It's a little shaky but the boy is good.

DUTCH

Buenas tardes, Lupita. (Good day dear Lupe.) Usted parece muy bonito hoy (You look very pretty today.) Usted siempre parece muy bonito. You always look very pretty.) Sus ojos parecen a dos pastillas de jabón. (Your eyes are like two big bars of soap.)

She smiles. He's trying.

DUTCH

Sé que no sabemos el uno al otro muy bien. (I know we don't know each other very well.) Pero me gustas bigote mucho (But I like your moustache very much) Y gustaria sacarle esta noche si fuera (And would love to take you out tonight.) Algo que usted podria disfrutar. (If that would be something you might also enjoy.)

LUPE

Dutch, I would love to go out with you.

Dutch looks floored.

DUTCH

You speak English?
(she nods)
All this time?
(she nods again)
Why didn't you just tell me that?

LUPE

I'm sorry about that. Americans are always coming down here on vacation and hitting on me. I've just found it's easier to deal with them if I say I don't speak English.

DUTCH

That's what I do when Mexican woman come on vacation to the U.S.

LUPE

(laughs)

But, then you weren't like that and I
felt bad for lying to you. But, I
also liked you talking to me when you
thought I didn't understand. It let
me get to know you. And what you just
said, taking the time to learn my
language, that was very sweet. You're
very sweet.

DUTCH

So will you go out with me?

LUPE

Si. You can pick me up at 7 and
meet mi famiglia.

Sully watches from across the way.

SULLY

Looks like our boy's got a date.

EXT. LUPE'S FAMILY'S HOUSE - EVENING

Dutch knocks on Lupe's door, he holds flowers. One of her
brothers answers. He looks at Dutch with contempt.

JUAN MIGUEL

(in Spanish)

The White Devil is here.

Lupe comes to the door, she looks amazing. Her whole extended
family waits behind her.

LUPE

Dutch, these are my parents, Juan
and Gilda.

DUTCH

Placer de encontrarle Senor y
Senora Cruz.

They smile, impressed, and shake his hand. Then Lupe motions
to a bunch of GUYS.

LUPE

And these are my brothers: Juan
Raul, Juan Alejandro, Juan
Carlito, Juan Garbriel and Juan
Miguel who you met at the door.

DUTCH

That's a lot of Juans.

Dutch shakes all of their hands.

LUPE

Its a family name. They all work
at the factory.

The brothers all eye him warily.

LUPE
That's my Uncle Fabio, my Aunt
Jamila and this is my
grandmother, Mamita.

Three foot tall Mamita just glares at Dutch.

LUPE
Shall we get going?

Dutch waves goodbye to all of them.

DUTCH
It was nice meeting you all.

LUPE
Oh, no they are coming with us.

EXT. MEXICAN STREET - NIGHT

Dutch and Lupe drive in Sully's car. We see that there are a bunch of her brothers in the back seat. And another car full of the rest of their family behind them.

Dutch looks in the rear view mirror Juan Miguel stares daggers back at him.

EXT. TOWN CENTER - NIGHT

Dutch buys Lupe a churro from a street cart.

CHURRO DEALER
Two?

DUTCH
(looks back)
Actually, I am gonna need like
fourteen.

Dutch passes churros out to everyone that is with them.

INT. MEXICAN RESTAURANT - NIGHT

Dutch and Lupe sit at a table close, talking. A MARIACHI BAND plays by them. It is all very romantic seeming until we pan over and see that they are at a large table with her entire family.

LUPE
So this isn't strange for you?

DUTCH
No, who wants to go on a date
with just the other person? It's
been done. It's old. Besides I
thought it might be weird talking
to you without Pedro around. So
your parents, the Juans, and
Mamita kinda even it out.

Lupe laughs. People start to dance. Lupe's parents get on the table and dance. Lupe takes Dutch by the hand and pulls him up to dance. Dutch is loving all of this.

EXT. LUPE'S FAMILY'S HOUSE - LATER

Dutch drops Lupe off. Her whole family stands behind her in the doorway.

LUPE

I had a good time.

DUTCH

Me too. We should do it again sometime ... All of us.

Behind Lupe Juan Miquel motions that he is going to cut Dutch.

LUPE

Buenas noches.

DUTCH

Buenas noches.

Dutch walks away, smiling.

INT. ASSEMBLY LINE - DAY

Sully, Dutch and the others assemble on the line. The Big Enforcer guys as always watch from above. Dutch is wearing a walkman playing his Learn to Speak Spanish tapes as he works, still reveling in his date.

DUTCH

(repeating)

Quienes son estos hombres. Who are those men? Esta cobija no esta limpia. This blanket isn't clean. Si, quisera a toon. Yes, I would like some tuna.

Pedro yawns exhausted from working all night. They finish assembling one fridge. As they are about to take it off the assembly line and down to Q.C. the end of the line snaps and the fridge crashes down on Pedro's arm. He screams in pain.

Everyone rushes to him. They push the fridge off him. He holds his arm in pain.

DUTCH

Are you okay?

Before he can answer the Enforcer guys come over, They push Sully and Dutch off.

BIG ENFORCER GUY

Back to work!

Sully and Dutch step back figuring they are going to handle it. One of the enforcer guys starts yelling at Pedro in Spanish. Pedro keeps nodding apologetically.

SULLY

What are they saying?

DUTCH

...Something about his stupidity.
El estupido is all I recognized.

SULLY
Yeah, those tapes are paying for themselves.

The enforcer guys finish yelling at Pedro. Pedro limps back to the line. He is sweating profusely and his arm is all purple and bruised.

BIG ENFORCER GUY
Back to work, everyone!

People slowly go back to their positions. Sully and Dutch can't believe it. The Enforcer Guys start to head off. Sully stops them.

SULLY
I'm sorry, maybe you just missed the line breaking and the giant appliance falling on Pedro's hand, but he can't go back to work.

PEDRO
(clearly in a lot of pain)
It's fine, Sully.

DUTCH
No, it's not fine. He needs to go to the hospital.

Everyone stops and watches. No one has ever spoken back to them before. The big guy, Tino, goes over to Sully.

BIG ENFORCER GUY
You heard him, he is fine.
Back to work!

Sully isn't budging. Dutch comes up next to him.

SULLY
No, I don't think I will.

DUTCH
If you're not going to take him to get some help, we're gonna.

Dutch goes and gets Pedro who is in so much pain he can hardly stand. He and Sully take him and start to leave. The enforcer guy gets in their way.

BIG ENFORCER GUY
(very intimidating)
I said back to work. TRAJADO!

DUTCH
Look, we're taking him to the hospital and if you don't get out of our way, you might have to go to the hospital yourself.

He just stands there not knowing what to do, everyone is watching. Pedro doesn't look too good. Finally Sully and Dutch just take Pedro and walk around them. The Big Enforcer just stands there red-faced. Everyone stares at him. He barks at them in Spanish.

BIG ENFORCER GUY
Trajado ahora.

INT. PUDFORD'S OFFICE - CONTINUING

Pudford sits behind his desk on the phone with Suzie. INTERCUT with Suzie at home, her MEXICAN SERVANTS in uniforms clean in the background. She whispers into the phone.

SUZIE PUDFORD
They are stealing from us,
Richard. I know it.

PUDFORD
What have they stolen?

SUZIE PUDFORD
I haven't figured that out yet.

PUDFORD
(sighs)
Then how do you know they are
stealing?

SUZIE PUDFORD
Because, yesterday I put a mark
on my lipstick-

Pudford looks out his window and sees Sully and Dutch carrying Pedro away.

PUDFORD
Honey, I need to call you back.

INT. PUDFORD HOUSE - CONTINUOUS

Suzie hangs up, supremely irritated. The servants stares at her.

PUDFORD'S SERVANT
We speak English you know.

They walk off and continue to clean as Suzie just stands there.

INT. AMERICO FACTORY - DAY

The WORKERS whisper to each other about what happened.

FACTORY WORKER
(in Spanish)
Someone in assembly got hurt and
the Americans they stood up to
Hector and Tino.

The worker next to him nods and passes it along to the person next to him.

INT. ANOTHER AREA OF THE FACTORY - DAY

The story keeps getting passed along in a "telephone" type fashion growing with each telling.

ANOTHER WORKER
(in Spanish)
The Americans they punched out
Hector and Tino.

The women she is telling's eyes go wide and then she passes it along.

INT. STILL ANOTHER AREA OF THE FACTORY

ANOTHER WORKER
(in Spanish)
They said that if they did not let them pass they would burn this puta madre down!

They all nod along.

STILL ANOTHER WORKER
(in Spanish)
That this roof, that this roof would be on fire with their anger at our treatment and conditions.

Pudford watches from up above with Hector and Tino. He looks very concerned.

INT. SMALL HOSPITAL - DAY

Dutch and Sully sit in the waiting room with an OLD MAN and his GOAT. A Telenovela Mexican soap opera plays on the TV.

DUTCH
You know they don't have the highest production values, but these things are really engrossing.

Sofia walks in.

SOFIA
I heard what happened, I called his family they should be here soon. How is he doing?

DUTCH
He's in with the doctor, they think he broke a few bones in his hand and his arm but should be okay.

Sofia looks infuriated, she starts talking rapid fire in Spanish. Sully turns to Dutch to translate.

DUTCH
I got nothing.

SULLY
Sofia, English would be helpful. Unless you want to play charades and have us guess what you're trying to say, but then you'll have to act it out more.

SOFIA

(infuriated)

I'm sorry. But, this is what I have been talking about. Things like this happen all the time and it could have been much worse. There are no safety regulations, no regular checks on the equipment. And unlike where you are from these workers have no health care, no workers compensation. If you get hurt and can't work you lose your job.

SULLY

You're very sexy when you get angry you get a little crinkle in your forehead.

Sofia rolls her eyes.

DUTCH

They're not going to fire Pedro.

SOFIA

Why not? He can't work with a broken hand. They will find someone who can.

SULLY

Look, this isn't our fight, this doesn't have anything to do with us.

SOFIA

Unless I missed something, don't you both work there too? Don't you both live down here now? Unless you're planning on leaving sometime soon this very much does involve you. That could have been either of you today.

They both don't say anything. Sofia shakes her head.

SOFIA

I can't believe you're taking the companies side on this. The same company that fired you and all your friends, the same company that came down here with their substandard working conditions and their poverty level wages.

SULLY

We're not taking their side.

SOFIA

Well, you're not taking mine, so what side are you on then?

SULLY

We're on our side and it's not in our best interest to get involved.

DUTCH

Look, Sofia, we're really sorry about what happened, but we

(MORE)

DUTCH (cont'd)
didn't come down here to change
things, ...We just wanted our
jobs back. And we don't want to
do anything that will make us
lose them again.

SOFIA
(frustrated)
That is what they all say ...and
why things never change.

Silence.

SULLY
We should go. We have to get up
for work in the morning.

They get up to leave. Sofia calls after them.

SOFIA
It's too bad, Sully, after I heard
about what you did today, I was even
considering sleeping with you.

SULLY
Really?

SOFIA
You'll never know.

EXT. MEXICAN STREET - NIGHT

Sully and Dutch walk back to their apartment. The street is
fairly empty.

Dutch pulls out his keys and are about to go into their place
when Hector, Tino and two other BIG GUYS pop out of the
shadows and grab them.

EXT. DESERT, MEXICAN/AMERICAN BORDER - NIGHT

A car screeches to a stop out in the desert along the border.
The doors open and they toss Sully and Dutch out over the
border into the U.S.

TINO
We don't need troublemakers here.

Hector takes their ID's out of their wallets and then tosses
their wallets at them.

HECTOR
Don't come back!

Tino shifts the car back in gear and grabs his jaw, like he's
having some sort of tooth pain. He shakes it off, puts the
car in drive and they screech off.

Sully and Dutch get up. ALL OF A SUDDEN SIRENS start to
blare. A spotlight comes on them. And we hear a voice over a
loudspeaker.

BORDER PATROL AGENT
THIS IS UNITED STATES BORDER
PATROL. STAY WHERE YOU ARE AND PUT
YOUR HANDS ON YOUR HEAD!

Sully and Dutch put their hands on their head. They stand there in disbelief as we hear the sounds of dogs barking and armed border patrol agents run towards them.

INT. BORDER PATROL TRUCK - NIGHT

Sully and Dutch sit handcuffed in the back of a border patrol truck with about TWENTY OTHER MEXICANS that were caught trying to cross the border. Neither of them can believe this.

INT. BORDER DETENTION CENTER - NIGHT

Sully, Dutch and the others are lead into a holding center with like FIFTY OTHER MEXICANS. Saying Sully and Dutch standout is an understatement. Sully talks to the GUARD as he closes the cell door.

SULLY

Have you ever read a Where's Waldo book? See if you can find the two Waldos in this picture.

The Guard ignores him and walks off. Dutch calls after him.

DUTCH

But, we're American!

MEXICAN

Si, we're American too.

ANOTHER MEXICAN

Me too.

OTHERS

Si, Si. We're all American!!!.

Soon everyone joins in. Sully and Dutch just sigh.

INT. INTERROGATION ROOM - NIGHT

Sully and Dutch sit behind a desk. They are being questioned by a twenty-something male Border agent, SIMMONS. He has a moustache, chews gum and fancies himself quite the hard-ass.

AGENT SIMMONS

So, if you're both U.S. Citizens where are your passports or drivers licences?

DUTCH

A couple of big, steroid guys took them before they tossed us across the border.

AGENT SIMMONS

A "couple of big guys" took them. That's a good story and this morning my dog gave me a handjob.

He opens his notebook and un-clicks a pen.

AGENT SIMMONS
Have either of you ever attended
or plan to attend a terrorist
training camp?

SULLY
Yeah, can you recommend a good
one.

Agent Simmons just stares at them.

DUTCH
No.

He checks that one off.

AGENT SIMMONS
Yes or no? Do you feel that America
is the great Satan and should be
taken out back and shot like a gimp
pony with one broken foot that you
just can't ride no more.

DUTCH
No.

AGENT SIMMONS
Are either of you smuggling drugs
anywhere on your person including
but notwithstanding your lower-
intestine?

SULLY
Yeah, I got a kilo of coke in my
ass and Dutch is smuggling a
dirty bomb in his rectum.

Agent Simmons looks at them very seriously. Dutch has a look
of dread on his face. He turns to Sully.

DUTCH
Why'd you say that?

Another AGENT walks up. He hold photocopies of their
California licences.

AGENT
They were telling the truth, sir.
They are American citizens.

DUTCH
Can we go now?

EXT. BORDER DETENTION CENTER - NIGHT

Simmons shows Sully and Dutch out the exit.

AGENT SIMMONS
Let me give you some advice, stay
away from Mexico. If I see you
guys again, I'm going all Abu
Ghraib on your asses.

Agent Simmons closes the gate behind them.

DUTCH

So what do we do now? ...Do we just give up and stay here or are we going back.

SULLY

...What would we do here?
Nothing's changed since we left.

DUTCH

Exactly. And I feel like things are just starting to click with Lupe.

SULLY

And we're not just going to let them get away with that are we?

DUTCH

I mean you know it was Pudford that told those guys to get rid of us.

SULLY

Maybe its time we started giving back to the company the way they've been giving it to us. Could be fun.

DUTCH

So we're going back.

SULLY

We're going back.

They start to walk towards the border.

SULLY

...And my car's there.

DUTCH

Yeah, but, that's not really a good reason.

EXT. BORDER TOWN - NIGHT

Sully and Dutch are at a pay phone. Sully's on with Sofia.

SULLY

Sofia, the union thing, we're in.
We just have one slight problem.

INT. SOFIA'S APARTMENT, MEXICO - A FEW MINUTES LATER

SOFIA

You need to call the Wolf.

SULLY (O.S.)

The what?

SOFIA

The Wolf. He is the best smuggler of immigrants across the border that there is. Take down this number.

INT. THE WOLF'S COMPOUND, THE U.S. - NIGHT

Some scary and sketchy looking Hispanic guys lead Sully and Dutch into the basement of the Wolf's compound. It looks like a combination of a hippy commune from the sixties and a third world military base.

They are brought into a room before THE WOLF. He's wearing like a Fidel Castro military jumpsuit, has a giant salt and pepper beard and wears sunglasses. A Will Ferrell-type, a bevy of beauties hang off him. The Wolf eyes Sully and Dutch.

THE WOLF

Let the Wolf guess, you, goldilocks went on a bender to Ensenada, fell for a Muchacha, next thing you know there's a little nina who calls you papa and you want me to get the muchacha and the nina into the country. And tall man, you're being a supportive friend. Good for you, dude. Hmmm...I'll put the nina in a pinata and the muchacha in the dashboard. Done.

DUTCH

Um...yeah not exactly.

THE WOLF

So, it's tall man's nina?

SULLY

No, there's no nina.

DUTCH

No need for pinatas we just want you to sneak us across the border into Mexico.

They all start to laugh hysterically. He notices that Sully and Dutch aren't laughing.

THE WOLF

For reals?

SULLY

For reals.

They now laugh even louder. Suddenly the Wolf stops.

THE WOLF

Smuggling Americans into Mexico, it's never been done. The Wolf likes it, he'll do it. It's five hundred a piece. Cash.

DUTCH

Yeah, we don't exactly have any money.

THE WOLF

Then the Wolf won't do it.

He shews them away.

SULLY

Look, our jobs got outsourced to Mexico, we moved down there, got them back, a guy got hurt, we helped him and then were unofficially deported back to the U.S. by a couple of steroid freaks. We need to get back down there so we can give it back to "the Man" a little. I mean if you can't do it, that's cool. We'll find someone else, we just heard you were the best.

They turn to go. The Wolf stops them.

THE WOLF

Hold up.

They turn back towards him.

THE WOLF

...My father lost his job to outsourcing. Worked forty years making brassieres for oversized women at the same factory, now some thirteen year old with the small hands in Malaysia is doing it for a tenth the cost and he's making minimum wage at Subway cleaning former fat guys' lettuce scraps off the floor. It makes the Wolf's shit hurt, man. ...What the hell, The Wolf always likes sticking it to the man. And you did hear it right, I am the best!

The Wolf stands all fired up.

THE WOLF

LET'S DO THIS MOTHER!

INT. WOLF'S COMPOUND - NIGHT

The Wolf's guys snap pictures of Sully and Dutch.

INT. WOLF'S COMPOUND - A FEW MINUTES LATER

The Wolf hands Dutch a Mexican ID.

THE WOLF

You're Ramon Alvarez. You're a migrant worker. You're poor. The love of your life Maria Conchita Esperanza crossed the border into America ten years ago. But you wouldn't go, you loved Mexico too much to leave. Every night you go to the border and stare across hoping one of those nights she might come back. ...she won't.

He now turns to Sully and gives him his.

THE WOLF

You're Pepe. You're mysterious,

...creepy. You live in the desert,

(MORE)

THE WOLF (cont'd)
hang around by the border, no one
knows why... no one wants to ask.

Dutch and Sully look at each other, this all seems familiar.

SULLY
Can't anyone just be themselves
anymore?

THE WOLF
When you're safely across the
border you can be whoever you
want, tall man, but until then
you are Ramon and Pepe.

They look at their ID's. It's their pictures but with Mexican
moustaches superimposed on their faces.

DUTCH
I think until we get back across
we should refer to each other
only by our Mexican aliases.

EXT. WOLF'S COMPOUND - NIGHT

The Wolf leads Dutch and Sully to a pick up truck which waits
out back, a friendly looking guy with a beard and scars all
over his face stands next to it.

FRIENDLY GUY
Hello, I'm Knife, I'll be taking
you across the border tonight.

THE WOLF
No, Knife, the Wolf's doing this
one himself.

Knife seems surprised, he steps aside. The Wolf motions for
them to get in the back.

THE WOLF
Get in the back under the blankets.

INT. BACK OF THE WOLF'S TRUCK - NIGHT

Dutch and Sully hide under the blankets in the back of the
pickup as it bumpily drives along the desert.

EXT. DESERT, MEXICAN/AMERICAN BORDER - NIGHT

The Wolf, Sully, and Dutch hide behind a bush out in the
desert. The Wolf looks at his watch.

THE WOLF
In about twenty seconds Border Pig-
trol will come by. After they pass
we'll have fifteen minutes to get you
into one of my tunnels and across the
border before they swing back by.

Right on schedule, border patrol drives by scanning the area
with their searchlights. They pass. The Wolf pulls out a
flashlight he flashes it twice.

In the distance we see someone else FLASH A LIGHT THREE TIMES. The Wolf flashes his twice more.

THE WOLF
Ramon, Pepe, let's ride!

The Wolf gets up and starts to run. They follow.

They run to a small cactus. The Wolf quickly brushes aside some sand on the ground and reveals a combination lock. He enters a combo and then pulls back on the cactus opening a trap door leading to an underground tunnel.

THE WOLF
I built this myself.

They start to head in, but have to step right back out as TONS OF MEXICANS pour out of the tunnel from below.

They wait a second and start to head down again.

But again have to come right back up as EVEN MORE MEXICANS SPILL OUT.

Looking like it's finally clear they head down once again.

We hold for a beat, it looks like they are in. But, then they are backed right out of the tunnel once again by another WAVE OF MEXICANS. They just stand alongside and wait.

SULLY
...So business is good?

THE WOLF
Business is very good.

Finally, what looks like the last Mexican exits the tunnel.

The Wolf motions for them to go. The guys follow him down into the tunnel. They close the trapdoor behind them.

A few seconds later Border Patrol with their spotlights drives by none the wiser.

INT. TUNNEL - CONTINUING

The Wolf, Sully and Dutch run through the tunnel passing tons of Mexican heading the other way towards the U.S. It's like they are going the wrong way at rush hour.

SULLY
Excuse me, pardon me. Excuse me.

The Mexicans are all giving them odd looks as they pass.

EXT. END OF THE TUNNEL - NIGHT

They reach the end of the tunnel on the other side.

EXT. DESERT, MEXICAN SIDE OF THE MEXICAN/AMERICAN BORDER

We hold on a cactus. All is quiet, then the ground beneath the cactus opens up. The Wolf followed by Sully and Dutch come out.

THE WOLF
Welcome to Mexico.

The Wolf seems so proud of himself.

EXT. SULLY AND DUTCH'S APARTMENT, MEXICO - SUNRISE

The sun starts to rise as the Wolf's truck pulls up outside Sully and Dutch's apartment.

THE WOLF
If you ever need to get back you
know who to call. Have fun giving
it to the man. Give it to him in
the face from me!

They nod. The Wolf's truck screeches off. Sully and Dutch open the door and go inside.

INT. SULLY AND DUTCH'S APARTMENT - CONTINUING

The guys walk in. Sofia's there with Manny. Manny runs to them all excited and relieved. He hugs Sully.

MANUEL
Senor Sully. Senor Dutch. I am
sooo happy you are back.
(He now hugs Dutch.)
Whose hair would I brush if you
were gone?

Sully and Sofia both shoot Dutch an odd look.

SULLY
He brushes your hair?

DUTCH
(laughs)
No.
(Sully keeps looking at him)
It's an expression.
(to Sofia)
So what do we do now?

SOFIA
Go back to work like nothing
happened.

EXT. AMERICO FACTORY - MORNING

Pudford watches out the window as workers file through the gates for work. No sign of Sully and Dutch.

Pudford looks at his watch, it's almost start time. Right as his watch is about hit 7 Sully and Dutch show up walking through the gates. They wave up at him and walk in through the gates. Pudford starts popping Maalox.

INT. ASSEMBLY LINE - MORNING

Sully and Dutch walk in and head to the assembly line. As they do, everyone looks up at them. The Workers all smile, and nod at them in a deferential way. People they've never seen before step out and shake their hands.

They walk into the assembly room. The enforcers see them and are surprised. The guys shoot them a look and just walk to their positions.

Everyone around them smiles and nods at them as well. They start to go to work. Tino approaches them.

TINO

Senor Pudford would like to speak to you two.

INT. PUDFORD'S OFFICE - MORNING

Sully and Dutch walk into Pudford's office.

SULLY

Hey, Pudford, thanks for bringing us up we didn't have a chance to thank you for the impromptu trip back home you had Shamu and Jabba plan for us last night.

PUDFORD

I assure you I have no idea what you're talking about.

DUTCH

Sure you don't.

PUDFORD

But, speaking of last night, explain to me why I shouldn't fire you both right now for walking out on your jobs yesterday?

SULLY

Because you don't want us with a lot of free time.

DUTCH

Free time to go talk to the press in the states about the unsafe working conditions here.

SULLY

And how we got fired for taking an injured co-worker to the hospital.

DUTCH

A co-worker injured on the job due to the companies negligence.

SULLY

I mean you guys looked really good in the press for outsourcing the factory down here in the first place, imagine how you'll

(MORE)

SULLY (cont'd)
look if we lose our jobs again
and for that.

DUTCH
Do you have Michael Moore's
number because I bet he'd love to
hear about it.

SULLY
Oh yeah, He'd love to hear about
it. he lives for this stuff.
(to Dutch)
He probably has a website we
could reach him at.

DUTCH
Yeah, we could probably reach him
there. Shoot him an e-mail. IM a
little.

Pudford looks at them, he doesn't want this.

PUDFORD
It's my understanding that Mr.
Diaz was overtired from working
two jobs and that may have may
led to the accident.

DUTCH
That's bullshit and you know it. And
he has to work two jobs because you
don't pay him anything.

PUDFORD
We're not forcing anyone to work
here. If anyone is concerned about
their wages or their safety and think
that it is unsafe to work here or
that they are not paid enough they
are more than welcome to quit. Is
that what you both would like to do?

SULLY
No, we're good.

PUDFORD
Then get out of my office and get
back to work.

They get up and go.

PUDFORD
And just so we're clear if either of
you has any ideas about starting a
union or putting any sort of ideas
into people's heads from back home
that would affect my bottom line down
here, you will be fired immediately
and anyone you talk to about such
things will be fired immediately just
like your Mexican girlfriend.

SULLY
We're actually not dating, but
I'm working on it. I'm glad we
had this chat though.

PUDFORD

Get out!

Sully and Dutch walk out the office.

INT. SULLY AND DUTCH'S APARTMENT - MORNING

Sully and Dutch sit with Sofia planning. Manny serves them breakfast burritos.

SULLY

Tell us what we need to do?

SOFIA

Talk to the people in your area.

INT. ASSEMBLY LINE - DAY

Sully and Dutch shakes the hands of the people on their line that up until now they never really talked to.

SOFIA (O.S.)

Tell them what we're trying to do and how things were back in the U.S. You two have become heroes after what you did the other day. The story got passed all around the factory and the town. Use that.

EXT. AMERICO FACTORY, COURTYARD - LUNCH

Dutch sits with a bunch of workers telling them of how great it was at the factory in the U.S.

DUTCH

We had mandatory breaks, overtime pay, a health care plan...

They listen aptly.

DUTCH

We had a company softball team and things like "Bring Your Daughter to Work Day."

A MIDDLE-AGED WORKER speaks up.

MIDDLE AGED MEXICAN

My daughter already works here.

The YOUNG TEENAGE GIRL next to him waves at Dutch.

ANOTHER WORKER

Mine too.

DUTCH

Okay, that one we can cross off the list then.

Dutch keeps talking.

INT. AMERICO FACTORY - DAY

SOFIA (O.S.)
Tell them to talk to their friends.

We see WORKERS whispering to each other as they manufacture.

SOFIA (O.S.)
To spread the word that the Americans
who helped Pedro want to have a
meeting about forming a union.

We see those workers then talk to the ones next to them.

INT. SULLY AND DUTCH'S APARTMENT - CONTINUING

SOFIA
In order for this to work we need
to get everybody. And I mean
everybody. A few of you they can
fire, but they can't fire everyone.

The guys nod. Manny brings in breakfast quesadillas.

SOFIA
And remember to be discreet. If
management hears of what we're doing
it will be over before it starts.

DUTCH
We're the poster boys for
discreet.

SOFIA
And we need to mess with their
bottom line a little. Make them see
that if they are going to pay less
then they are going to get less.

SULLY
We can handle that.

DUTCH
Old union tricks: slowdowns,
screwing with quality control. I
like it. My grandfather used to
tell me stories about them doing
that back in the day.

SOFIA
Then let's get to work.

INT. AMERICO FACTORY, COURTYARD - DAY

Dutch talks to people in the courtyard at lunch. He is
speaking in Spanish. It is not word perfect but he is trying.

DUTCH
(in Spanish)
In America we have something
called worker's compensation so
if you get injured on the job, the
company has to keep paying you.

MEXICAN
(in Spanish)
That sounds great.

The workers all nod along. Dutch smiles and keeps talking. In the background we see Lupe watching.

INT. BAR - NIGHT

Sully sits with a bunch of the guys from work.

SULLY
Do your work, but do it slower.
Instead of getting every one
perfect, do every fourth one
wrong. They can't say your not
working, you're just not going to
be working as much or as well.

INT. CALL CENTER, MEXICO - DAY

Dutch and Sully speak to the call center class.

DUTCH
We have some new backstories for you.

INT. WORKER'S FAMILIES HOUSE - NIGHT

Dutch and Sully have dinner with some of their CO-WORKERS big extended families. They are taken in like one of their own. They talk about their plans. And eat tons of Mexican food.

INT. CALL CENTER, MEXICO - DAY

The call center workers with their new instructions talk to customers on the phone.

CALL CENTER WORKER
(with a strong Mexican accent)
Hello, my name is Chad and I am
very American. I like guns, being
fat and spreading democracy to
all corners of the globe.

Another CALL CENTER WORKER speaks Spanish on the phone to a confused caller.

ANOTHER CALL CENTER WORKER
I'm sorry, you don't speak
Spanish? Well, they are not paying
me enough to speak English, so
sucks for you, hombre?

He then goes back to speaking Spanish. Sully and Dutch watch.

EXT. TOWN CENTER - DAY

Dutch and Sofia pass out pamphlets for the union. In the background we see the four Fat Mexican Men from earlier leering at Sofia and other the woman passing by.

FAT MEXICAN
(in Spanish)
Heeyyy chica, show us those sexy
(MORE)

FAT MEXICAN (cont'd)
legs, I want to suck on them like
a popsicle.

The women just sneer at them. His friends high five him and another one yells something. Dutch shakes his head.

INT. ASSEMBLY LINE - DAY

Sully, Dutch and the line assemble, but do it at a much slower pace.

The Foreman looks at his list, they are down on their numbers. They slowly finish a fridge. It gets wheeled off to Quality Control.

INT. ASSEMBLY LINE - DAY

Sully and Dutch talk to some of the workers about the union. Hector walks by. Sully winks at Raul who immediately changes topics.

RAUL
I agree, Sully, I also love the films of Richard Gere.

The guys pick right up on it as Hector walks by.

SULLY
Shall we Dance? I mean how could you not?

DUTCH
Too true. And Pretty Woman, call me crazy, but I think it should have been called Pretty Man.

Hector eyes them suspiciously, but walks on. Dutch then looks at Raul.

DUTCH
The films of Richard Gere?

RAUL
Si, who doesn't love "the Gere." Like in Officer and a Gentleman when Gossett Junior kept riding him and riding him trying to make him quit and he was like crying and all "I HAVE TO NO PLACE TO GO." I cried real tears man.

SULLY
Okay, good cover, Raul,

Sully pats him on the back and they go back to the union talk.

INT. AMERICO FACTORY, QUALITY CONTROL - DAY

QUALITY CONTROL GUYS go through the refrigerators, things are missing parts, connected all wrong. They stamp them all with fail marks and send them back.

EXT. TOWN CENTER - NIGHT

Dutch continues to pass out union pamphlets in town to passerbyers. The four Fat Mexican Guys continue to yell disgusting things at woman walking by.

FAT MEXICAN

(in Spanish)

I want to take a timeshare out on your ass and move in.

More high fives. The women just ignore them and pass. Finally Dutch can't take it anymore, he goes up to them.

DUTCH

I'm sorry, but all the disgusting offers and lines you toss at woman that walk by has that ever worked?

The Fat Guys look confused.

FAT MEXICAN

...No.

DUTCH

See you guys are going at this all wrong. Women don't want to hear that stuff. They don't want to be demeaned. You gotta be more sensitive, Offer to listen to them, share their interests. Be complimentary.

The Fat Guys look at each other pondering this.

INT. CALL CENTER, MEXICO

Sully hands out sheets with American phone numbers on them.

SULLY

These are the home phone numbers of all the members of the Americo board. From now on anyone that calls with complaints refer them to these people. Tell them to call them any time of day.

INT. AMERICO EXECUTIVES HOUSE - NIGHT

The phone rings, one of the Execs answers.

AMERICO EXEC

Hello.

We then hear angry screaming on the other end of the line.

AMERICO EXEC

How did you get this number?

The screaming on the other end of the line continues.

EXT. TOWN CENTER - EVENING

Dutch stands with the Fat Mexican Guys. Some WOMEN walk by, they now try Dutch's more sensitive tactic.

FAT MEXICAN
(in Spanish)
Those pants are very slimming on
you.

ANOTHER FAT MEXICAN GUY
(in Spanish)
I want to listen to you.

THIRD GUY
I like cats.

The Woman stops and smiles at them. Dutch hands them all fliers. Across the street Lupe watches and smiles.

INT. QUALITY CONTROL - DAY

Quality control is overrun with defective merchandise. They don't know where to put all of it. It is chaos.

Pudford stands by pissed. They turn one of the washer/driers on. It lights up red inside. It looks like they filled the washer with microwave parts.

PUDFORD
Get that out of here!

Pudford looks in towards the assembly line. Sully and Dutch seem to be assembling like model employees. Pudford storms off. The guys look up and smile.

INT. BAR, MEXICO - NIGHT

Sofia, Sully, and Dutch sit at the bar sipping tequila.

SOFIA
That's everyone. We've done it.
Tomorrow you'll go to Pudford with
the demands.

SULLY
Well, then I think we've earned the
rest of the night off. What do you
think Sofia, three way? You, me,
Manny?

Manny winks at her.

SOFIA
How bout you, Manny and Dutch?

SULLY
See that doesn't sound as much
fun to me.
(to Dutch)
No offence, pal.

DUTCH
None taken.

Dutch sees Lupe walk in.

DUTCH
And I have other plans.

SULLY
Pudford's wife? A little
rekindling of the love?

Dutch gives him a look. Sully sees Lupe.

SULLY
Oh, right the non-repugnant one.

EXT. LUPE'S FAMILY'S HOUSE - NIGHT

Dutch arrives at Lupe's house. Lupe opens the door.

DUTCH
So who we got tonight?

Lupe motions to Mamita, who doesn't look happy about the whole thing. Dutch holds the door open and the three of them walk out.

EXT. SOFIA'S APARTMENT - NIGHT

Sully hangs out outside Sofia's apartment. She sees him and comes out.

SULLY
I was just walking by.

SOFIA
(dubious)
Sure.

SULLY
So Dutch is out on his big date
and I have nothing to do. Thought
I'd let you take me out.

SOFIA
Fine.

Sofia grabs her coat and walks out the door.

INT. MEXICAN RESTAURANT - NIGHT

Dutch and Lupe sit talking at a table with Mamita. Music plays and people dance in the background. Dutch looks over and sees Mamita looking miserable. He gets up and goes over to her.

DUTCH
(in Spanish)
Mamita, you look like your having a
terrible time and I can't have that.
So why don't get up to shake what god
gave you.

Dutch takes the little old woman's hand and pulls her up. They start dancing. She starts to get into it. She laughs and laughs as Dutch twirls her around the dance floor.

MAMITA
Ay, dios.

Mamita starts to show Dutch some dances now. Lupe watches smiling from the table. Her and Dutch's eyes meet. They exchange smiles.

INT. MEXICAN ROAD - NIGHT

Dutch and Lupe walk along the road, talking. Mamita trails them like twenty paces back. Dutch looks back at her, she waves at him and smiles.

LUPE
That was very sweet of you to dance with her back there. I think she likes you.

Dutch looks back Mamita winks at him.

DUTCH
That wasn't a thing you know to try to get in your pants or anything. She reminds me of my grandmother who basically raised me. She's also like three feet tall.

LUPE
I didn't think it was "a thing."

DUTCH
I also don't think the getting in the pants thing is an option anyway you know with the hit squad following us around all the time and all. I'd put my arm around you, but I feel like she'd tackle me or something.

LUPE
She would. Sorry about that. It's tradition around here for someone from the family to go on dates.

DUTCH
Until they get to know the guy?

LUPE
Until the wedding. . . . So have you had many girlfriends?

DUTCH
Like what would you consider many?

LUPE
Oh, you know, many: three, four?

DUTCH
Um, yeah I guess you could say then I've had...many.

Lupe seems a little distressed by this.

DUTCH

But, its not in a sort of notch on a belt, get as many girls as possible kinda way. ...My dad left when I was really young. It was really hard on my Mom and I don't want to end up like my Dad and do that to someone. ...So I guess early on if I can tell its not someone who I can see myself going all the way, you know, marriage, kids, with. I end things. I don't want to lead them on. It just feels disingenuous.

Lupe's impressed with his honesty.

LUPE

How bout me?

DUTCH

You I wanna get emabarazada'd and then leave.

(She laughs.)

No, you I wanna get to know you more. And I don't usually feel that way.

LUPE

And my family doesn't scare you.

Dutch looks back at Mamita.

DUTCH

No, I like them. I like that they're so protective of you. I like that about this place. Let's see if she's still paying attention.

Lupe nods. Dutch makes like he is going to lean in and sloppily kiss her. Mamita looks like she's about to whack him.

DUTCH

Just testing ya, mamita.

Mamita smiles and they keep walking.

EXT. RUINS - NIGHT

Sofia leads Sully through some trees to the ruins of an Aztec temple. It's amazing.

SULLY

That's impressive. Did you build it for me?

SOFIA

No, the Aztecs did four thousand years ago.

SULLY

That was very nice of them to build that for me, especially so long ago. It was very forward thinking.

SOFIA
We used to be one of the richest,
most technologically advanced
societies in the world. We used to
build things like this, now we're
nearly a third world country.

SULLY
Maybe if you hadn't spent all
your money building things like
this you wouldn't be.

SOFIA
Do you ever take anything seriously?

SULLY
Do you ever talk about anything
that's not related to Mexican
worker rights?

SOFIA
(defensive)
Yes. All the time. ...I just can't
think of what right now. But, I do.

SULLY
So how did you get involved in
all this?

SOFIA
My family comes from money. We
lived in Mexico City. When I went
to university, I read about those
that didn't have as much and how
they lived. It made me mad, so I
do this. Try to change things.

They are very close right now. They assess each other.

SULLY
What's your deal with me? You
seem to have had some thing with
me since we met. I'm a really
nice guy, you know, ask around.

SOFIA
No, you're not.

SULLY
You're right, I'm not. ...I do
have my moments though.

SOFIA
When?

Their faces are very close now.

SULLY
When you're not expecting them,
that's usually when my moments come.

SOFIA
Stop talking.

SULLY

Okay.

They kiss. They continue kissing and move down onto the ground, onto the ruins.

INT. PUDFORD HOUSE - CONTINUOUS

Suzie Pudford stands out on the balcony staring out at their beautiful view. She makes a face.

SUZIE PUDFORD

People say this is pretty, this isn't pretty. It's a f-ing ug-fest. San Diego, that was pretty.

PUDFORD

You never liked San Diego when we lived there.

The phone rings. Pudford grabs it. It's Bill Weissman in San Diego. INTERCUT BETWEEN THE TWO.

BILL WEISSMAN

I'm hearing rumors of a worker uprising led by two Americans. This is very unsettling. We went down there to avoid this stuff.

PUDFORD

I know.

BILL WEISSMAN

Do what you need to do to end this.

INT. SULLY AND DUTCH'S APARTMENT - MORNING

Sully and Dutch each dress, get ready for the big day. Manny brushes Dutch's hair with pride.

EXT. AMERICO FACTORY - MORNING

Sully, Dutch and Sofia walk towards the factory. The Four Fat Guys are still out front. They call to Sofia.

FAT MEXICAN

Let's go shopping together.

ONE OF THE OTHER FAT MEXICAN GUYS

I am attracted to your mind.

Sofia seems very nervous. Sully starts to massage her shoulders and whispers to her.

SULLY

You seem tense, if you want we can go do it on some Mayan ruins.

Sofia shoots him a look.

SULLY

All right, Incan.

Sofia kisses both of them on the cheek.

SOFIA
Good luck. I'll see you at the
Festival tonight.

The Guys nod and walk through the gates with determination.

INT. PUDFORD'S OFFICE - DAY

Pudford sits smuggly behind his desk. Sully and Dutch come in.

SULLY
We need to talk. We have some
demands.

DUTCH
And we have everyone behind us.

Sully puts the list down on his desk. Pudford doesn't even look at it. Instead he hands them each a piece of paper.

SULLY
What's this?

PUDFORD
The company's counteroffer.

DUTCH
But, you haven't even looked the
demands yet.

PUDFORD
I don't need to.

Pudford takes their list and throws in the trash.

PUDFORD
We're not giving into any of
those demands. We're happy with
the way things are here.

SULLY
Then what's this?

PUDFORD
A job offer. Or should I say job
offers for both of you.

Dutch and Sully seem surprised.

PUDFORD
Corporate is very impressed with you
both, the initiative you have shown.
They want you to come work at
headquarters in San Diego. You'd
start at a high five figure salary,
significantly more than you made back
there before, and certainly more than
you could ever make here. You'd each
get a company car -- of your
choosing.

(to Dutch)
I understand you recently had your
car repossessed, we could certainly
(MORE)

PUDFORD (cont'd)
get it back for you. Or you could get
a new one.

SULLY
In exchange for what?

PUDFORD
Not calling for a strike tomorrow.
And we don't want a union down here.

DUTCH
What about the workers?

PUDFORD
They'd keep their jobs. They
seemed perfectly happy with them
until you two came along.

Dutch seems hesitant. Sully is harder to read.

PUDFORD
I am offering you both your old lives
back only better. ...Look, let's cut
the bullshit, shall we? I don't like
you, either of you.

SULLY
What did I do? Dutch is the one
who boned your wife.

Dutch sighs.

SULLY
And just so you know, you don't
have to worry about that
happening with me. I have no
intentions of boning your wife.

Pudford tries to keep his cool.

PUDFORD
If it were up to me neither of you
would get anything. I don't think
you've earned this nor do you deserve
it. Its merely a payoff to make a
problem go away. You will never get
offered anything like this again. If
you worked here for the rest of your
lives you couldn't even come close to
making this much money. I make
250,000 dollars a year. With stock
options it can be five times that.
That's more than all the workers here
combined. Do you really wanna make a
\$1.50 An hour and live in a shit hole
for the rest of your lives?

They don't.

PUDFORD
I'm offering you a ticket out. And
Don't delude yourselves into thinking
a strike here would actually succeed.
Remember what happened when you tried
that back home? If you go on strike
we'll just move somewhere else where
(MORE)

PUDFORD (cont'd)
we can continue paying workers what
we want to pay them. . . There is
really nothing to decide.

Pudford puts the contracts in front of them. Sully reaches out and signs his. Dutch hesitates.

PUDFORD
It's both of you or nothing.

Sully looks at Dutch.

SULLY
It's what we came here for, our
old lives back.

DUTCH
(still hesitant)
I know.

PUDFORD
Yes or no.

Dutch takes the pen and signs.

INT. SULLY AND DUTCH'S APARTMENT - NIGHT

Sully and Dutch pack their things in silence. They're just going to sneak out without saying goodbye. They can't face anyone. All of a sudden Manny runs in giving Lupe a piggy back ride. He has a noisemaker in his mouth. He blows it. Sofia's with them as well.

LUPE
There you are. Everyone's been
looking for you.

Manny blows again on the noisemaker.

SOFIA
Everyone wants to toast the men
of the hour, Cartahera's heroes.

They grab them and lead them out.

INT. TOWN - NIGHT

FIREWORKS explode. The festival is on. The whole town is there. Music plays, There is all sorts of food everywhere. People are laughing, dancing.

Lupe, Sofia and Manny lead them into town. Everyone greets Sully and Dutch with kisses and handshakes.

Lupe's parents and the Juans see them and come over.

JUANS
Dutch!!!

DUTCH
Juans, buenos noches, como estas?

They all shake their hands.

JUAN MIGUEL

I was wrong about you, White Devil.
We all appreciate what you are doing.

The rest nod in agreement.

JUAN ALAJANDRO

But, right now you both should be
enjoying the party. Go drink, be
happy.

They smile at them. Pedro sees them and runs up. His whole family in tow.

PEDRO

Dutch, Sully, I want you to meet my family. They are so thankful and grateful to you for what you have done for me and for everyone.

Pedro's whole family hugs each of them both tightly. Then Sully and Dutch both want to die inside.

INT. TOWN CENTER - LATER

Kids beat pinatas. Everyone eats and dances it up on the dance floor. Sofia dances with Manny, he keeps dropping his hands down to her ass, she keeps moving them off. Lupe dances with her father. He twirls her around as a band plays.

Sully and Dutch watch all this off to the side by themselves. They're downing tequila. There's no sipping tonight. Finally Dutch turns to Sully.

DUTCH

I can't do this, Sul. I can't do this to them.

SULLY

Dutch, I like these people too, but we didn't ask for this. We didn't ask to become their Mexican Norma Raes or whatever we are. This isn't our problem.

DUTCH

Your right, we didn't ask for it, but that's what we got and we're stuck with it now.

SULLY

No, we're not. You heard what Pudford said. What will a strike accomplish? Everyone will just lose their jobs like what happened back home. I don't want to be responsible for that again. Either way they're screwed, This way at least we end up okay. More than okay. We gotta look out for ourselves, pal, because no one else is going to.

DUTCH

But, maybe at some point we gotta stop just looking out for ourselves.

(MORE)

DUTCH (cont'd)
...Do you remember when we were kids
and I was the fat kid that everyone
picked on and you stuck up for me
when no one else would?

SULLY
Yeah, I remember.

DUTCH
Well, we got 500 fat kids here
being picked on and maybe we need
to stand up for them.

Before Dutch can answer. Mamita runs up to them, it looks
like she has had a little to drink.

MAMITA
You owe me a dance, nino bonito.
(pretty boy)

DUTCH
Uno momento, Mamita.

MAMITA
Okay, but, hurry.

Mamita dances off. Dutch turns back to Sully.

DUTCH
Look, Sully, you're right, if we
stayed it probably would all go wrong
tomorrow and everyone probably would
lose their jobs. Taking the deal
makes the most sense and is the smart
thing to do. ...But, calling the
strike, is the right thing to do.
...Taking their offer makes us no
better than Pudford. And while I've
always been fairly certain that
Pudford was a big prick. I just
didn't think that's what we were.

Dutch goes off to dance with Mamita. Sully stands there. He
doesn't know what to do.

INT. AMERICO FACTORY, FLOOR - MORNING

All the workers are there, but there is no sign of Sully and
Dutch. They all wait. They look up at the clock.

EXT. AMERICO FACTORY - CONTINUING

Sofia stands outside the gates. She looks at her watch. She
is starting to look worried. She heads inside.

INT. AMERICO FACTORY - MORNING

The clock hits 7. A BELL rings. Work starts. The workers all
look around. Sully and Dutch aren't there. Everyone
reluctantly starts to go to work.

Pudford watches from above for a second. He smiles, then
turns to head back to his office.

When all of a sudden, there is a chatter from down below. Sully and Dutch walk in and onto the factory floor. Everyone sees them and their faces light up.

They walk right into the center of the factory. They look up at Pudford and then Sully holds up a sign that says "UNION".

The workers all cheer. Then Dutch holds up a sign that says "HUELGA." -which means "strike" in Spanish.

Everyone sees it and cheers. They all stop working. Dutch, Sully and Sofia head for the exit. The workers all follow.

SOFIA

For a second I thought you weren't coming.

SULLY

For a second we almost didn't.

DUTCH

But, then Sully realized that there were fat kids to stick up for and he does love sticking up for fat kids.

SULLY

That I do.

SOFIA

I have no idea what you are talking about.

SULLY

We'll tell you later.

They hit the exit. Hector and Tino are standing there blocking it. They stare at them for a beat. It doesn't look like they are going to let them through.

TINO

This union you are starting will it have dental?

SULLY

Ah, yeah, that's the plan.

TINO

Can we join? I have really bad teeth and Hector has terrible corns from standing around all day.

Sully nods. They step aside and the walkout continues, leaving Pudford all by himself inside.

INT. CNN STAGE - DAY

LOU DOBBS

Tonight in the Exporting of America two American workers who lost their jobs to outsourcing have now started a union and are striking for workers rights at the outsourced factory in Mexico. To corporate America I say

(MORE)

LOU DOBBS (cont'd)
serves you right and to the two
Americans I say you go guys.

INT. HARDBALL SET - CONTINUING

CHRIS MATTHEWS
It seems that we're not just
outsourcing jobs anymore, but
also American ideas, minimum wage
and a 401 k.

INT. NIGHTLINE SET - CONTINUING

TED KOPPEL
Tonight on Nightline, the public
relations nightmare for Americo.
How the strike and all the bad
publicity will affect sales. With
us is Kathie Lee Gifford...

INT. AMERICO BOARDROOM, SAN DIEGO - SAME

We pan back to see Americo CEO Frank Thompson watching all
this on the TV with Bill Weissman and the board.

FRANK THOMPSON
This a public relations nightmare. We
need to go down there.

EXT. AMERICO FACTORY - DAY

Sully, Dutch, Sofia, Lupe and the others picket outside the
factory. The press is everywhere. Frank Thompson's car pulls
up. He and Bill Weissman hop out. Pudford runs to them.

BILL WEISMAN
Who is in charge here?

Everyone points to Sully and Dutch. They walk over to them.
Dutch and Sully then point to Sofia.

SOFIA
We all are.

BILL WEISSMAN
Either tell all your people to
get back to work right now or
we'll shut it down and move the
whole thing to Thailand.

SULLY
Go ahead, we'll just follow you
there.

DUTCH
Yeah, we love to travel. And I'm 1/32
Thai. I've always wanted to ride an
elephant and visit the relatives, so,
bring it on. And wherever you go
after that, we'll go there too.

SULLY
These are people's live that
you're messing with and as long
as you keep doing that wherever
(MORE)

SULLY (cont'd)
you'll be, we'll be. So again by
all means shut it down.

Bill looks like he is going to say something, Frank stops him.

FRANK THOMPSON
What do you want?

DUTCH
Only what's fair.

SOFIA
Wage increases, regular safety
checks, compensation for injured
workers, a health care plan.

FRANK THOMPSON
And what do I get in return?
Assembly has always been off
here. It was never as good as it
was in the states.

DUTCH
Then re-open half the factory there.

FRANK THOMPSON
What?

DUTCH
Manufacture here and assemble there.
There are a lot of skilled, trained
workers just dying to work again. Mr.
Thompson. Lower the wages there,
increase them here. Get the best of
both worlds.

SULLY
Offer some sort of incentive plan.
Pay less, but give people incentive
to work more, work better. Give every
employee shares of company stock.
That would make me work harder.

Pudford looks incredulous.

PUDFORD
You're not really considering
this are you?

FRANK THOMPSON
Yes, I am. I like this. All
right. Work out the details. I'll
go make a statement.

SULLY
We have one last demand.

DUTCH
And it's non-negotiable.

FRANK THOMPSON
What is it?

Sully and Dutch turn and look at Pudford. He looks scared.

EXT. AMERICO FACTORY, MEXICO - A FEW MINUTES LATER

Frank Thompson steps up to make a statement to the press.

FRANK THOMPSON
We have a deal!

A CHEER GOES THROUGH THE CROWD. Sofia, Sully and Dutch all smile at each other. Sofia grabs Sully and kisses him. Dutch grabs Lupe and kisses her for the first time. The Juans are too excited to notice.

INT. MAV'S BAR - NIGHT

A bunch of the former factory workers in their various, fast-food franchise uniforms drink and watch the tv.

LOU DOBBS (ON THE TV)
The Mexican workers strike against Americo is over. A deal has been reached to not only send them back to work but to also bring their assembly line back to the U.S. and reopen part of the shuttered Carlton factory!

A CHEER goes through the bar. And we see the reaction all over town.

INT. KINKOS - CONTINUOUS

At Kinkos, Bob takes off his apron, hands it to his fifteen year old son who he beat out for the job who is there making copies and walks out.

INT. BLOCKBUSTER - CONTINUOUS

Larry stops checking in the videos he was checking back in and just walks out.

INT. SUBWAY - DAY

Another former factory worker with a big smile on his face tosses down his broom, tears off his nametag and heads for the door.

We see VARIOUS SHOTS of the same thing happening at McDONALDS, 7-11s, TO-GOs all over town.

EXT. SULLY AND DUTCH'S APARTMENT - A FEW WEEKS LATER

Sully's car is all packed up. Dutch is there with Lupe, Lupe's family, Sofia, Manny, Pedro and others to say goodbye. At this point Dutch's transformation to native Mexican is all but complete, his clothes, his hair, his tan. He stands before Sully, saying goodbye.

DUTCH
Sure you don't want to stay?

SULLY
Naw, this place isn't right for me. It suits you though.

Dutch looks over at Lupe and her whole extended family.

DUTCH

Yeah, it does. What are you going to do when you get back?

SULLY

I don't know some karioke, maybe run for union rep again.

DUTCH

I think you might have a shot this time. ... You know this is the first time we're gonna live more than two blocks from each other since the second grade. ... I'm gonna miss you, buddy.

SULLY

Me too, pal. But you know I'm just two hours across the border.

DUTCH

And you always got a place to stay anytime you wanna sip tequila or eat yourself sick on Mexican food.

SULLY

I'm gonna take you up on that.

Sully and Dutch hug goodbye and Sully gets in his car. Sofia walks up and looks at him.

SULLY

You know there are a lot of American monuments we can desecrate with our love.

SOFIA

I might take you up on that.

SULLY

Don't wait too long. Like I said I'm quite a catch. Not going to be available that long.

SOFIA

I'll take my chances.

Sully drives off. Dutch, Lupe, the Juans, and the rest of her family get in her car and drive the other way as THE CREDITS START TO ROLL

INT. CALL CENTER, INDIA

And we see what Sully and Dutch's nonnegotiable condition was. Pudford looking like he wants to die teaches the Americanization class to the new Americo call center workers in India.

PUDFORD

Repeat after me... Betty bought...

EXT. DIRTY STREET, INDIA - DAY

Suzie Pudford walks down the crowded streets of downtown Bommbay carefully watching her steps so she doesn't step in anything unclean. There are PEOPLE, ANIMALS everywhere. She looks miserable. To her this is 100 times worse than Mexico, not only do the people here speak a different language, they're also a different color.

THE CREDITS END.

We FADE TO BLACK and then we come up for one last thing...

EXT. AMERICO FACTORY, MEXICO

MICHAEL MOORE interviews a bunch of kids (Pedro's nieces and nephews) outside the factory. They are dressed in rags.

PEDRO'S NEPHEW
Emperor Pudford, he said we
couldn't eat until we finished
assembling his boxes of cold.

MICHAEL MOORE
He made you call him Emperor?

PEDRO'S NEPHEW
Si, and he beat us.

MICHAEL MOORE
They beat you at the factory?

PEDRO'S NEPHEW
All the time. Emperor Pudford loved
beating us. Except our hands he
didn't want to hurt our tiny hands.

He then very dramatically starts to cry. Sully and Dutch come on screen and give the kid a reassuring hug. Michael Moore looks into the camera disgusted.

FADE OUT