

LOCAL 23 MEMBERS

A few things that you might not be aware of in the proposed contract.

ARTICLE 5 "MANAGEMENT RIGHTS" The Company reserves and retains the right to direct, manage, and control its business and the workforce and shall not be obligated to bargain over subjects covered in this Article unless expressly provided for within. This right includes, but is not limited to, the right to plan, direct, and control operations; to determine when work is to be performed; to establish work schedules, processes; to alter, revise, or change materials and schedules of production; to determine the existence, number, composition and size of crews; to determine or change the duties of job classification; to determine the location or relocation of plants, departments, or operations; secure premises; to establish production and work standards; to control the nature and specifications of all raw material, and finished goods; to determine whether and to what extent the work required in its business and operations shall be performed by employees covered by this Agreement; transfer employees between jobs, shifts, plants, and departments in order to maintain efficient and/or economical operations; to hire, discipline or discharge, layoff, transfer, promote, or demote; and to make and enforce workplace rules.

ARTICLE 6 "NO STRIKE AND LOCKOUT" JD NORMAN doesn't owe money to the government. Why would any want to agree to a No Strike clause for 5 yrs. ?

ARTICLE 7 "GRIEVANCE PROCEDURE" No SHOP COMMITTEE meetings to meet on grievances.

ARTICLE 8 "PROBATIONARY EMPLOYEES" The COMPANY shall have the right to terminate or layoff probationary employees for any reason and such terminations or layoff shall not be subject to grievance procedure. You can pay UNION DUES but you can't write a grievance.

ARTICLE 9 "SENIORITY" In the event of a permanent reduction-in-force, employees with insufficient seniority to remain in their department will displace the least senior employee in the same classification, provided they have necessary skill sets and are capable of performing the work functions. Thereafter, employees will exercise seniority on a plant-wide- basis, provided they are capable of performing the work available. The remedy for any error to correctly recall an employee from layoff shall be recalling the employee deprived of recall opportunity and reducing the lowest seniority employee in that classification if necessary to meet manpower requirements. Such reduction in the workforce will be consistent with the COMPANY's right to maintain a work force of employees who have, at the time of the lay-off, the necessary skill sets and are capable of performing the work functions available without training. THAT'S RIGHT YOU COULD HAVE MORE SENIORITY BUT IF YOU ARE NOT TRAINED ON THE JOB AN EMPLOYEE WITH LESS SENIORITY WOULD BE RETAINED AND YOU WOULD BE ON LAYOFF BECAUSE THE COMPANY DOESN'T WANT TO TRAIN YOU. SENIORITY MEANS NOTHING IN THIS LAME A%@ AGREEMENT.

SECTION 9.8 An employee may exercise their seniority for shift preference within the group their seniority is established. Seniority will be the determining factor, provided that the employee has the

necessary skill sets and is capable of performing the work functions. An employee may exercise a shift preference once every (6) months. The COMPANY may assign employees to a different job or shift on a temporary basis in order to meet the needs of the business. Temporary assignments in excess of 60 days will be by mutual agreement between the Local Plant Management and the Plant Union Shop Committee. THAT'S RIGHT THEY CAN USE JOB ASSIGNMENT AND SHIFT AS A FORM OF HARASSMENT UP TO 60 DAYS.

ARTICLE 12 "WORKING HOURS" Section 12.2 Management shall set working hours and will notify the Union of any schedule change. THAT'S RIGHT YOU COME IN WORK AND TELL YOU THAT YOU ARE ONLY WORKING 6 HOURS TODAY THERE IS NO SHORT WORK WEEK IN THIS AGREEMENT, OR THEY TELL YOU ARE WORKING 12 HOURS TODAY THERE IS NO PLAN A OR B IN THIS AGREEMENT.

SECTION 12.4 Extra work in periods of part-time operations, and overtime, should be equalized among the employees in the group engaged in similar work, as far as practicable. Information concerning equalization of hour's status will be openly displayed in such a manner that the employees involved may check their standing. The remedy for any failure to equalize work shall be limited to affording employees deprived of overtime opportunities preference or priority for future overtime work, provided the employee(s) have the necessary skill sets and is/are capable of performing such overtime work. THAT'S RIGHT YOU CAN'T FILE A GRIEVANCE ON OVERTIME ISSUES. THAT WAY THEY CAN WORK THE BIGGEST SUCK A%@ES THEY WANT.

ARTICLE 14 "LEAVES OF ABSENCE" Section 14.4 Leaves of absence may be granted to employees for other Union activities and seniority shall accumulate during such leaves. Such leaves will be granted only when requests are made in writing to the Plant Manager by the President of the International Union or the head of the department of the International Union in Detroit which handles matters under this Agreement. THAT'S RIGHT NO 109S IN THIS AGREEMENT UNLESS APPROVED BY BOB KING OR JOE ASHTON. THAT MEANS THE LOCAL HAS NO WAY OF CONDUCTING BUSINESS WITHOUT PERMISSION FROM BOB OR JOE. THAT SEEMS A LITTLE CONTROLLING TO ME.

LOCAL 23 this Agreement is the worst one I have ever seen. If you noticed I didn't mention anything about the money, which is taking the UAW back 20 years or more. Plus in your 2009 amendment "BINDIND ARBITRATION" Upon expiration of the 2007 Agreement, the parties will enter into a new National Collective Bargaining Agreement which will continue in full force and effect until Sept. 14, 2015. Unresolved issues remaining at the end of negotiations on the 2011 renewal of the 2007 Agreement shall be resolved through binding arbitration with wage and benefits improvements to be based upon General Motors maintaining an all-in hourly labor coast comparable to its U.S. competitors, including transplant automotive manufacturers. THAT'S RIGHT JD NORMAN WOULD BECOME A COMPETITOR. ALL STAMPING PLANTS WOULD SEE THIS SAME AGREEMENT. FUNNY HOW THE COMPANY AND UAW WANT THIS DONE NOW INSTEAD OF NEXT SEPT.. IF THIS AGREEMENT PASSES LOCAL 23 HAS JUST SOLD ALL OF THE OTHER GM PLANTS DOWN THE RIVER. THINK REAL HARD ABOUT WHAT YOU ARE DOING BEFORE YOU CAST YOUR VOTE BY MAIL.

YOUR LOCAL 23 GUIDE SAYS HELL NO TO THIS AGREEMENT!!!!!!!!!!!!!!!!!!!!!!