



J.D. Norman / U.A.W Agreement

Impact to Local #23 Members



- Changes to Our Current Local Agreement if Ratified
- **Seniority Rights**
(Temp. Layoffs by Job)
(Perm. Layoff by Classification)
(Shift Preference - One (1) every Six Months)
- **May Transfer Back to GM Only if J.D. Norman Allows**
- **Pension - 401K**
- **Wages**
(Production Loses @ \$ 13.26 Hr. / \$ 27,000.00 a Year)
(Skilled Trades Loses @ \$ 8.73 Hr. / \$ 17,500.00 a Year)
- **Vacation Lost for 20 Years Seniority - 40 Hours**
- **Benefits - Health, Dental & Eye Care**
(Present GM Contract NO DEDUCTIBLE / J.D. Norman - \$2100 Yearly Deductible)
(No Mental Health or Substance Abuse Coverage)
(Significant Reduction of Dental Coverage)
- **Credited Service - GM Now 1650 Hours - J.D. Norman 1880 Hours**
- **Shift Premium**
(2nd Shift - \$.25 @ Hr. Not 5%)
(3rd Shift - \$.40 @ Hr. Not 10%)
- **Holidays - Lose 4 a Year**
- **Reduced Union Representation**

U.A.W. #23 Members were given a summary of the Tentative Agreement between the UAW and J.D. Norman. In all cases, the actual language will apply. ??????????

U.A.W. Local #23 Shop Committee Recommends

Choose Option # 6 - VOTE NO !!!!!

Greg Clark, Chairman * * * * Gary Deaton * * * * Chris Lepper
Monty Wright * * * * * Mike Eley