

Support the Master Agreement: Strength in Solidarity

J.D. Norman can make all the slick sales pitches he wants. We can read, and past experience tells us that **all that counts is the contract**. Read the contract and everything you see says this Boy General wants to be DICTATOR.

For example, Article 5. “Management Rights”.

“The Company reserves and retains the right to.....

“establish work schedules, working and shift hours, periods of relief....

“determine the existence, number, composition, and size of crews....

“determine or change the duties of job classifications.....

“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.....”

UAW Members don’t have any rights in this scab contract. For example, Article 9

“Seniority”: **In the event of layoff, seniority is optional.** It all depends. Jobs will be available to employees who “are capable of performing the work functions available without training.” We will work harder and faster, for less pay, less security, and much more stress and worry.

There’s no security in a scab shop. Do you actually believe that Norman will keep his promise to make temps permanent? For how long? He can ship every job he pleases to Mexico. That’s his right under Article 5. Management’s Rights. Only solidarity will make the temps permanent. Only solidarity will preserve fair wages and dignity in our workplace.

Check out M.O.U. 5: “Re-employment by GM”. re-employment by GM will occur “in a manner that protects the effectiveness of the on-going operations for J.D. Norman.” Workers in a scab shop are effectively nonunion. They just pay dues for the privilege of watching Slo-Mo Davison steamroll the elected bargaining committee. **Ratify and you get Indentured Servitude.** Indentured “in a manner that protects.....J.D. Norman.”

For those hoping to cash out and retire note **the BIG IF** in “7. Pension” paragraph “a.3.” “If required approvals are not obtained” those who are eligible to retire can collect their pension upon “termination of employment with J.D. Norman.” Which calls into question whether you can actually collect pension and continue working for Norman. Think you can trust Norman? Think you can trust GM? Remember what GM did to workers at Delphi, Guide, and American Axle? Beyond that, **do you really want to be a scab in retirement?**

If Norman wants the business so bad, he can buy the plant, honor the contract, and renegotiate in 2011. Why not? What’s the hurry? **What’s under the table for him and Mo?**

Norman wants GM contracts and machinery not real UAW members. He is a rich kid playing "factory owner" at the expense of our heritage industry, Indiana's economy, and our families' futures. Most of us will have to transfer back to GM eventually. **If we ratify this scab contract we undermine contracts at UAW plants where we may end up working.**

GM wants to screw us. Don’t let it happen. If Norman wants to negotiate he has to negotiate with UAW Local 23. No one else. **We didn’t elect Slo-Mo Davison.**