

# Know the **FACTS** about your job!!



It's time to put a stop to the controlling company handbook and negotiate your own!!!

### What is an "AT WILL EMPLOYEE"?

Under your employers company handbook, it states the following:

*[17.00 It is the customer that first and foremost ensures security of employment. From this fact, the Company guarantees an employee safely keeps his employment under the following conditions: (a) as long as the customers' demand for the products offered by the Company justify it; (b) as long as the permanent employee proves himself competent in his work; and (c) as long as the Company is not in the regretful position to dismiss an employee for a just and sufficient cause.]*

### What does this mean to you?

The company handbook is a guideline they use to try to keep "order". The truth is that their handbook is NOT a legal binding document and is subject to change at the digression of Cascades Mill's management staff. Who enforces their handbook? The Company.

A collective bargaining agreement is a 100% guaranteed LEGAL BINDING DOCUMENT and is only subject to change during negotiations. Those changes must be voted on by ALL members of the bargaining unit. Who enforces a CBA? A non-biased arbitration firm like Federal Mediation and Consulting services.

## UNITED YOU BARGAIN - DIVIDED YOU BEG

Tell your co-workers to;

**STAND UNITED** for better wages, benefits and working conditions. **The only way to secure these improvements is to vote YES**



Without a Strong Union fighting for you and/or a Written Union Contract Protecting Your Rights ...Your Employer has the Ultimate POWER to.... Fire you without just cause - Outsource Your Jobs – Change Your Shift - Lower Your Wages – Cut Your Hours and anything else they can think of .....



Remember, it is illegal for your employer to say you'll be bargaining from scratch. It is also illegal for your employer to threaten to reduce benefits if the Union is voted in. When you negotiate a first contract, you start with the pay and benefits you have now and negotiate changes. You'll decide what to ask for in your contract then vote on it.

**VOTE SAFE, VOTE SMART, VOTE** FOR THE **IAM**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS**

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