

IUE-CWA

A FORCE FOR WORKING FAMILIES AFL-CIO

IUE-CWA LOCAL 82162
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July 13, 2015

Dear Membership,

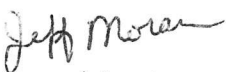
Well it's back to work we go and I hope everyone who was not scheduled to work enjoyed their time off for the plant shutdown. It has been about two weeks since we told you about the company's plan to replace some our high paying jobs with lower paid replacements. This replacement is scheduled to happen this week and we want to make sure that all of our members don't relax too much after your week off. This is a huge issue to all of us because the company said they would look at all departments on an individual basis for future changes. If the company is successful in this case there would be nothing to stop them from dismantling the union and the benefits that we have worked so hard for.

In several meetings the company has said that our pay and benefit package is too high, all of this is being said as they continue to hire salaried employees and attack our union contract. Shortly after being elected in January of 2015 I met with Erik Fox and told him the union wanted to be a partner in making the company successful but we would not do that by lowering the pay or benefits of our members. It appears that the company has decided to use the back door version of lowering pay and benefits here at this location.

Even though this was vacation week there have been many phone calls with the IUE-CWA representatives and the legal team giving us direction on the grievance procedure and other processes as we move this issue forward. Please continue to show your support by wearing those badges and telling Eric Fox and the rest of the company leaders that you're not happy with their form of trust and teamwork. "We are the union" so let your voice be heard. Again welcome back from vacation and make plans to attend the next union meeting on August 6, 2015.

In Solidarity

Jeff Moran



President