

IUE-CWA

A FORCE FOR WORKING FAMILIES AFL-CIO

IUE-CWA LOCAL 82162
Jeff Moran President
8224 Shadwell Drive, Roanoke Va.24019
Ph. 540-563-9620 Fax 540-563-3152

June 23, 2015

Dear Membership,

Trust, World Class, One Team, all of these are terms that we have heard in the last year. We want to believe that the company can respect us and the value of what we provide. Right now the company is showing absolutely no respect for any of the hourly employees that have given their all to make this company successful. The company informed the union that they are going to move some hourly employees off of their current positions (Porters), and replace them with lower paid contract employees. Who will be next? Will it be your job? How's that for respect? I know that we all have had high hopes that with our new ownership we could once again become a great company but we have to see some changes in the upper leadership of this company before we can realize those hopes.

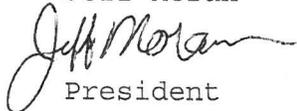
Over the last few years the union has worked diligently with the Company to reduce tube costs so that we may be more competitive. For instance, we extended our contract for 2 years which has resulted in significant cost savings to the company. When the Company approached us about the mistake made in the Pension Plan document you voted to allow the Company to correct the mistake saving them a "significant" amount of money. Our productivity has increased by a minimum of 20% which saves on cost, and we are as lean as we could possibly be with our current headcount. The union also brought in a Treasure Hunt Team from the IUE-CWA at no cost to the company and they identified several cost saving initiatives for the company. When I look around as I'm sure all of you do, we see new salary faces and with that comes higher costs. The point is, the union has been involved in many area's to help reduce costs, short of giving up our pay and benefits to help this company succeed because it's our future too. We have always been willing to help with the business to make it more successful but we will not sit back and let the company break the contract.

On January 1, 2015 I along with the other members of this executive board took an oath to uphold our contract and we will do that in every way possible. Upon the company's implementation of this plan we will look to the NLRB and to our contract in an effort to stop the company's war on our union and on our negotiated jobs.

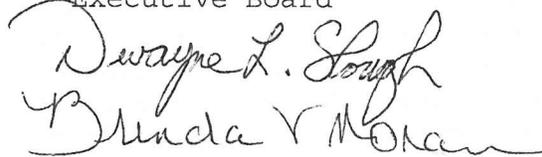
We cut short our attendance for the CWA Convention to give this situation immediate attention. I ask you to support our cause and to please let the company know that you will not accept any of our jobs being replaced by low paid replacements or the violation of our contractual and human rights. Along with this letter we will continue to try and inform you personally during your breaks and lunches as to the direction we will be taking and how you can help.

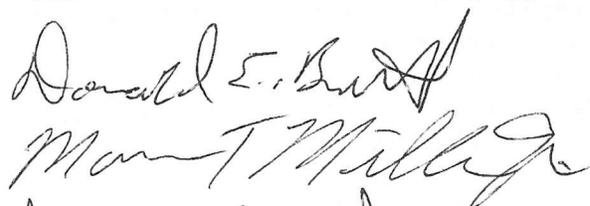
In Solidarity

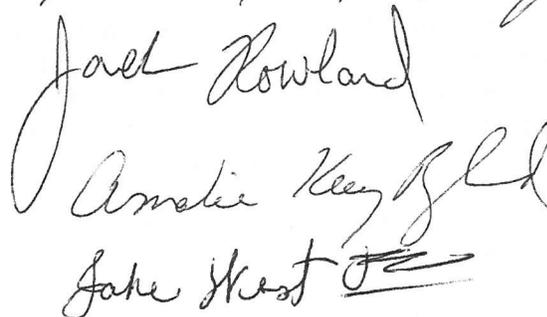
Jeff Moran

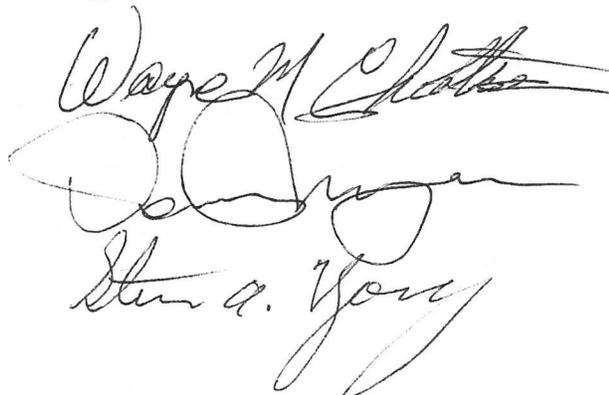
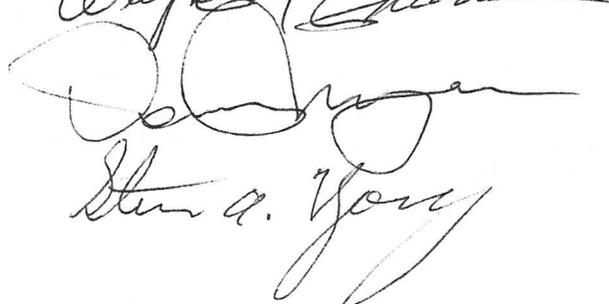

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