



DID YOU KNOW?

- ◇ UNIONIZED JW WORKERS IN CANADA GET GUARANTEED PAY RAISES EVERY YEAR.
- ◇ THEY GET .75CENTS PER HOUR SHIFT BONUS
- ◇ THEY HAVE A GRIEVANCE PROCESS THAT REQUIRES THE SUPERVISOR TO BRING THE UNION STEWARD INTO THE ROOM

JW²

focus

JUSTICE FOR WORKERS AT JELD-WEN

Authorization cards are continuing to come in from all across the country. It is clear that many JW workers want justice on the job, fair treatment, safe work, and union benefits.

Justice for JELD-WEN Workers Campaign Off to a Great Start

After receiving phone calls from JW workers from across the country and researching whether or not the problems you face can be corrected with an IAM contract, the IAM along with JW workers from several states launched the JW² Campaign (meaning Justice for Workers at JELD-WEN).

During the past month a number of sites have received the first issue of JW² Focus. Enclosed was an authorization card to allow the IAM to file for a secret ballot election or demand recognition from JW.

The number of cards that have been returned far exceeded anyone's expectations. It is clear that JW workers are hungry for justice on the job and for better working conditions.

We still have a long way to go but it is a very promising beginning.

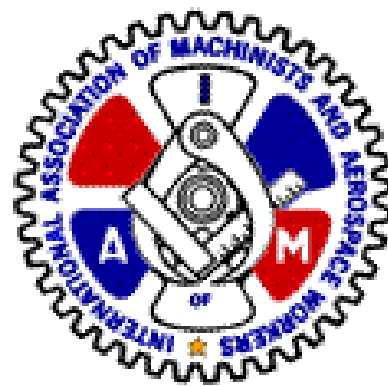
If you want more information you can send us a confidential email at:

woodworkers@iamaw.org

Or

Call us:

360-349-3951



MARKET WATCH

- Sales and prices of pre-owned homes both posted gains in December, with the median price posting double-digit gains for six straight months, according to the California Association of Realtors.
- \$274 billion in home remodeling was spent during 2012 and it expected to top \$286 billion in 2013 according to Global Insight/Home Improvement Research Institute.



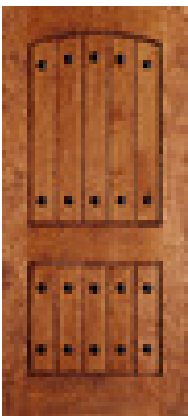
JELD-WEN
WINDOWS & DOORS

Let's make this trademark stand for the best in the industry, the best jobs, the safest work, the best benefits and the best workers.



Justice
For
JELD-WEN
Workers

9000 Machinists Place
Upper Marlboro, MD



Overtime Can Be Your Choice:

It's 10 minutes to quitting time in what has been a long and hard day. Equipment breakdowns, irritable bosses, and you're just 10 minutes from hopping in the car and heading out to your kid's ball game.

When your supervisor taps

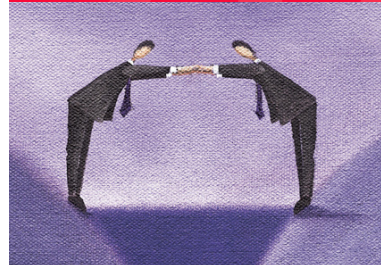
**TOGETHER
WE CAN MAKE
JW A GREAT
PLACE TO
WORK**

you on the shoulder and tells you you're working overtime. Not today you think. But you know if you

refuse it doesn't look good.

You dream about a job where you can tell the boss you don't want to work overtime and be absolutely sure it won't come back to hurt you. That's what a union job is. Workers work overtime because they want to not because they have to. It's just another reason why union operations are more productive than non-union shops.

INVEST IN YOURSELF:
Join our team
The Machinists



Complete the Authorization card enclosed in this newsletter and return it to the IAM.

- It is confidential
- It is needed to form a union
- It is protected by federal law
- It is your first step to a safer job

Blame the Victim: JW's Real Safety Program

One of you told us that workers in your Department were told to refuse stitches if you were sent to the doctor for an on-the-job injury. Another reported about being told to refuse R_x for pain medication. Still others told us about being pressured to bill your health insurance instead of applying for Workers Compensation. (As we reported in the first issue of JW² Focus, this is illegal and could get you in trouble. Depending on the state and it's laws it could be criminal fraud.)

Now we are learning about JW's real safety program. It's simple, get injured, lose your job. We have talked to a number of you who

report that JW is quick to blame you for getting injured. It's your fault for working too fast. It's your fault the machine got jammed. It's your fault you were never trained to operate the equipment correctly.

The law is very clear on this. It is always the company's responsibility to provide you with a workplace free of known hazards, be they mechanical or chemical.

That's just one reason the IAM has a fully staffed health and safety department that helps to make work places safe and helps to train IAM members what the law requires and who is really the one to blame. It's not you!