



Inside:

- ◇ HOW TO GET JUSTICE.....1
- ◇ NEWS UPDATE .2
- ◇ JW ON THE DEFENSIVE3
- ◇ DIGNITY ON THE JOB.....4

○ Issue 3 | ○ VOLUME 1 | ○ 2013

JW²

focus

JUSTICE FOR WORKERS AT JELD-WEN

JW management is on the defensive. Like a cornered animal they are starting to do stupid stuff. Meanwhile more and more JW workers are joining the fight for justice at sites all across the US and Canada. Take the time to join the fight and send in your "A" card.

JELD-WEN must work for everyone, not just a select few

The letter in the mail was simple. Effective soon your spouse will be dropped from the JW health insurance plan. No questions? No what if's. Just removed.

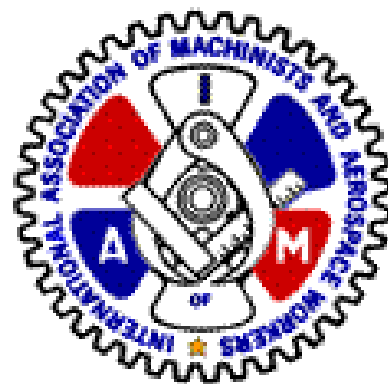
This can not happen with an IAM contract. Changes in coverage and costs of health insurance must be bargained with your elected local bargaining team. You then get to vote on the changes you want.

You either continue to accept the way things are or you

get involved, sign the confidential authorization card and start the process to make JW a much better place to work. It is up to you and you alone.

Don't wait for the next letter that takes away something else. Don't wait until its your turn to be walked out of the building because you and your supervisor see things differently. Don't wait until its too late.

Join thousands of your co-workers and complete the "A" card and return it to us.



MARKET WATCH

- Onex reports excellent financial condition with no debt and approximately \$1.5 billion of cash and near-cash items on September 30, 2012. Onex now has \$2.2 billion of uncalled committed third-party capital for future acquisitions.

JW Focus

The choice is yours. If you keep doing what you have been doing you will keep getting what you have been getting. Now is the time to stand up and let us know what needs to be changed.

JW Campaign Update

Ligonier

Many production workers are working day by day given very little notice of whether or not they will be working the next day or so.

Grinnel

Mandatory overtime is required. Some workers are reporting having to work several week ends with very short notice. Rumor is, much more overtime is on the way.

Bend

Workers report many are working short hours. Turnover appears to be high which is contributing to safety issues, quality, and productivity problems.

Rocklin

Some are working Saturday overtime some are not. Reports of banty roosters masquerading as supervisors (or was that Grinnel?)

Yakima

Last minute health insurance changes caused real hardships on families. Supervisors discharge first and evaluate later (if ever).

Stayton

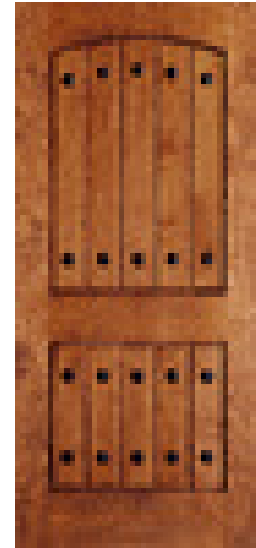
Also reports high turnover. The bosses should treat workers with respect on the job. This should be everyone's business, not no one's business

Vista

Leafleters report that most workers were eager to get the handbills and wanted to know more.

Klamath Falls

A few supervisors think they are God's gift to workers and that we should be lucky they have agreed to boss us around. Until it was announced that JW was moving its HQ to Charlotte JW owned this town. Times are changing quickly.



Did You Know?

- It is illegal for any management to ask you what you think about the union, or if you support the union. If your supervisor has asked you to talk about the union please contact us immediately.



Bend Management Makes U-Turn

Bend management left work on Wednesday and saw union leafleters at the front gate near where they park. Almost to a person they all pulled U-turns and drove all the way to the back of the lot to sneak out the rear gate.

Those of us at the rear gate in Bend, waved to them as they drove by. One enterprising manager stopped to make sure we were aware of exactly where the property line was (thank goodness for public right-of-way easements).

Chiloquin Management Fearful of Facts

Leafleters at the Chiloquin door plant were confronted by management and told to leave. When informed that the leafleters were on the public right of way, Chiloquin management asserted that since JW owned both sides of the street the only place leafleters could stand was in the street.

Leafleters suggested that there was an honest difference of opinion and recommended that the manager should call the Klamath County Sheriff in order to resolve the confusion.

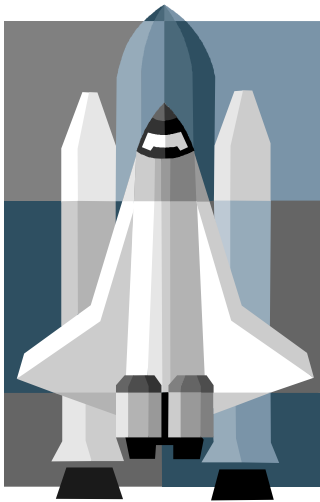
After waving three cars past the leafleters the manager returned inside. The leafleters reported that apparently the Sheriff failed to dispatch a Deputy to address the situation.

Management in Vista and Venice also attempted to prevent union leafleters from handing out information to JW workers as to their rights to form a union under both US law and international labor conventions.

The question this raises is:

Why is JW management so afraid of you getting the facts.

Is it that if you get the facts and learn the truth you will form a union and the management team will be forced to work, and follow rules themselves? Right now they don't have to follow the same rules that you do? Much of that will change when you vote for your first IAM union contract.



“Advisors” Start to Arrive

A number of JW locations have reported that JW “advisors” have arrived to teach you the truth about unions. Quite frankly we are surprised it took this long. JW will pay you to sit in a meeting and listen to “the facts”. But they won't allow the union to attend the meeting to make sure what you are told are in fact, facts instead of lies and false opinions.

Just remember, the JW “Advisor” is paid from monies that your work created. Perhaps if instead of paying high priced Advisors they offered you decent work, respect on the job, and quality health insurance, they wouldn't need the “Advisors” in the first place.



Dignity on the Job at JW

How often are you asked your opinion? When was the last time you were rewarded for your suggestion?

trained union stewards and an IAM contract your supervisor has to follow certain rules that today they can ignore.

For example, before you can be disciplined the supervisor has to ask you what happened and the Supervisor must prove (not just make up stuff) that the rule you violated was reasonable and that everyone else who violated the same rule got the same discipline.

Bye- Bye favoritism!

TOGETHER WE CAN MAKE JW A GREAT PLACE TO WORK

When there's a disagreement, do the bosses make up their minds before they even ask you what happened? An IAM union contract is the first step towards dignity and respect on the job. With

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

9000 Machinists Place
Upper Marlboro, MD

Who Do You Trust?

According to industry publication *Window and Door*, the market will continue to improve in 2013 but it will still be a tough market for sales. This means that only the best highest quality and best value products will gain more sales.

Ask yourself this, "Do you trust your current management team to produce the best quality and highest valued products? Have they demonstrated an ability

to win sales and build long-term customer relationships?

Or, are they lazy. Do they take the easy way out by hiring temporaries instead of training and committing to have the best qualified and highest skilled workers in the industry. How do they view you?

Why is this an important question? Simply put, you make everything that JW sells. If you are not trained to be the best you can be, if you are not

given the tools you need to make quality products, if you are not empowered to make the decisions required, the final product will be flawed. Recalls will continue. Turnover will remain high and JW will lose market share.

Other ONEX owned companies with IAM union contracts have much lower turnover rates, fewer injuries, better training, and fewer recalls.

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 law
- It is your first step to a safer job