



### DID YOU KNOW?

- ◆ Gross profit for the year ended December 31, 2012 was \$612 million.
- ◆ The North American segment contributed 53 % to total 2012 revenues and Europe contributed 34 percent

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FOR MORE INFORMATION  
SEND AN EMAIL TO:

[woodworker@iamaw.org](mailto:woodworker@iamaw.org)

# JW<sup>2</sup> focus

## JUSTICE FOR WORKERS AT JELD-WEN

*A number of JW sites are forming local committees to help create a union and make JW a better place to work. Now it's your turn to join the struggle for justice at JELD-WEN. Contact us or complete the confidential "A" card and you too can join the struggle for justice.*

## Walking on eggshells at JW

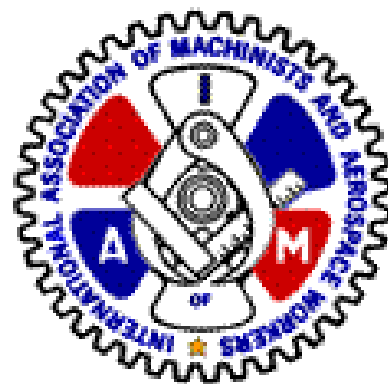
A common theme heard from across the country is that working at JW is like walking on eggshells. There are so many ways to lose your job and in most cases JW doesn't even listen to what really happened. We have lost a number of good workers because management fired the wrong worker for the wrong reason. After a while all you can think about is when will it be my turn. You start joking with each other about who will be next.

Work doesn't have to be like this. It is possible to go to work and know that you won't be fired without "just cause" enforced by an IAM contract.

What is "just cause"?

Some portions include:

- The discipline must be appropriate to the offense. Long-term workers can't be fired for minor violations.
- The same discipline must be applied to everyone for the same offense, including supervisors.
- The rules must exist for a reason.
- The final decision isn't made by the company (many IAM agreements have binding arbitration meaning that a neutral 3rd party makes the final decision.)



## MARKET WATCH

- The Building Products section of Onex which is mostly JW, increased revenues in 2012 by **309%**. Revenues were 612 million above the costs of sales for 2012 compared with 114 million for 2011.

# JW Focus

*JW is paying you to listen to their version about who we are. Wouldn't it be fair if they paid you to listen to our version of who we are? Why are they afraid of you learning the truth?*

## JW Management Panic Spreads

Have you noticed? All of a sudden Supervisors who haven't paid attention to you ever are now your best friend. Conversations about your family and the local sports teams are on the rise. Or, you hear the rumors. If we go union JW will close this operation and shift the work to their non-union operations. Perhaps you had a one-on-one with your supervisor asking you if you know any one supporting the union?

These are all signs of management panic. Some of these are even illegal.

Every time something new happens from now until the union election ask yourself this question, "Why is this new thing happening now?"

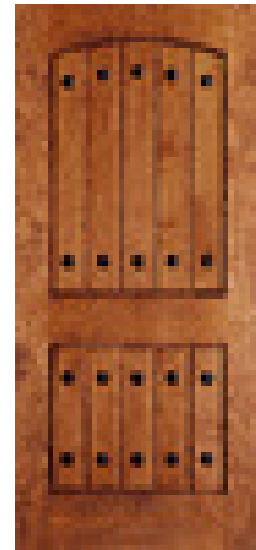
- Why are we having BBQ's in the winter?
- Why is JW spending tons of money on anti-worker consultants and paying us in some cases overtime to go listen to them?
- Since when did JW hand out papers to workers unsigned and not on company letterhead?

The answer is they are afraid that you will actually stand up and take back your rights and take some control away from them.

Everyday that another one of you sign an "A" card your power grows. As we get stronger in Grinnell we gain power in K Falls. Management that tried to run off the volunteer leafletters in Yakima, Chiloquin, and Vista no longer appear. By simply stopping and taking the leaflets you are causing panic. They are scared of you getting the facts and the truth about your rights. They do not want you to learn about your power. They want you to think about the union and what's wrong with the union instead of fixing what's wrong at JW today.

Every time you hear them ask for another chance to make things right. Every time they make a minor improvement recognize that these are all victories that you have won already.

Enjoy these improvements and keep asking yourself, "Why now?"



**HAVE A QUESTION?**

*You can contact us at:*

Email: [organize@iamaw.org](mailto:organize@iamaw.org)

Facebook: [Jeld-Wen Justice](#)

Phone: [360-490-1823](tel:360-490-1823)



## Did You Know?

There is now a Facebook page where you can ask questions and get answers. Visit it at: **Jeld-Wen Justice**.

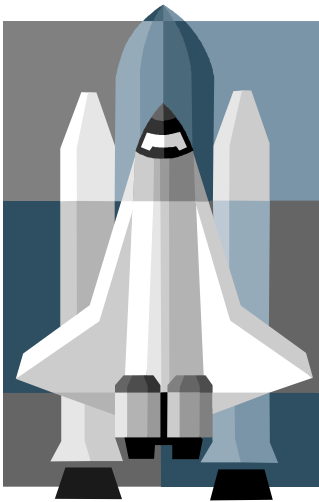
While it is illegal for JW Management to visit this page you and I both know that JW doesn't respect your privacy or you. *Exercise caution when posting.*

## It's your money paying for the Anti-worker Consultant



At your next captive audience just sit there asking yourself how much the Cruz and Associates consultant is being paid to lie to you? Ask yourself why that money isn't being used to make JW a better place to work? Or to give you a raise? If JW wants you to know the truth about the IAM then they should invite them to come talk to you and you can ask your own questions.

## I can't afford union dues, I'm already broke!



A few of you have told your co-workers that you can't afford union dues on your current wages. Of course you can't. If you could so many of you wouldn't have contacted the union asking for help to join the IAM. The simple fact is we will not put ourselves in a situation where we will have less than we do now.

The IAM process is set up so that you know exactly what you will get in your first union contract **BEFORE** you are asked to pay dues.

After discussing what you won in your first IAM union contract you will then decide if you want that to be your first contract. Every member will vote. So ask yourself this, "Would you vote to

accept a first contract where you ended up worse off than where you are now? Of course not. And, neither would a majority of your co-workers.

Since you will design, vote, and run your Local union you will understand that we are all in it together. The entire reason there is a union movement in the US is to make life better for workers. Our members would not support the union if it made life worse. You would not vote for your first contract if it made life worse.

You are your own firewall. If you find the first contract offer will make you worse off you will vote it down which is why approved first contracts all make life better.

## "Educated" does mean smart

JW's policy of requiring college degrees for supervisors means that fewer and fewer supervisors have ever done the job they are suppose to supervise. As the gap between supervisors and workers grows there is a tendency for the boss to look down on us as workers, after all they have the college degree.

This becomes a serious problem when the boss stops listening and justifies disrespectful behavior because they know they are smarter than you. The reality is that you are the expert in what you do. You take pride in doing it right and doing it so that it is done safely.

With an IAM union contract you can tell the boss what they need to know without fear of being penalized, that's a pre-condition for respect.



## 3 Strike Policy

At some locations JW has a 3 strike safety policy. If you have 3 incidents involving safety you are fired.

Potential problems with this is that:

- it could be illegal,
- It won't produce a safe workplace, and
- It blames the victim.

The law is clear. JW is responsible to provide a workplace free from known dangers and hazards. It is becoming pretty clear that JW has serious issues with safety.

By blaming the injured worker and firing workers not only does JW lose skilled and experienced workers but they also lose the knowledge required to make the changes necessary to create a safe work place.

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

**JELD-WEN**  
WINDOWS & DOORS

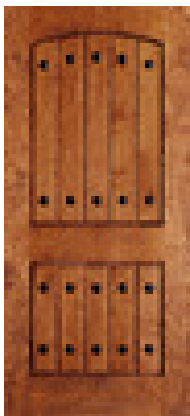
*The lawsuit by former JW employees claims that a participant's accrued benefit may not be decreased by an amendment to a plan.*

***Between 2007 and 2011 JW devalued it's own plan value by more than \$510/share.***



Justice  
For  
JELD-WEN  
Workers

9000 Machinists Place  
Upper Marlboro, MD



**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

## JW making money for Onex, How about for You?

The following comes directly from Onex's annual report. Please consider a few questions:

- Who made the \$16 million dollars JW repaid in 2012?
- Where did the money come from to buy CMI?
- How much was your last raise?
- What is the value of your pension?

*Selected from Onex Annual Report*

In February 2012, \$83 million of the amount originally invested in JELD-WEN Holding, Inc. ("JELD-WEN") by Onex was sold, at Onex's original cost, to certain limited partners and others as a co-investment.

*During 2012, JELD-WEN repaid \$16 million of its convertible*

*notes and \$1 million of accrued interest. Onex' share of the repayment and interest was approximately \$4 million.*

In October 2012, JELD-WEN completed the acquisition of CMI. CMI is a manufacturer and marketer of doors, door facings, and exterior composite trim and panels. This acquisition expands JELD-WEN's manufacturing footprint in the United States, gives JELD-WEN access to new and proprietary technology, and increases its focus on environmentally friendly wood composite exterior products. In conjunction with this transaction, the Onex Partners III Group and others invested \$50 million of capital in JELD-WEN, of which Onex' share was \$12 million.