

DID YOU KNOW?

• THAT LUPE CRUZ, WILLIAM LEOPARDI, AND GREG PASSANT ARE BEING PAID MORE THAN \$850,000/YR TO TRICK AND DECEIVE WORKERS ABOUT THE FACTS.

• JW HAS ALREADY SPENT MORE THAN \$60,000 TO "EDUCATE" YOU ABOUT THE UNION.

FOR MORE INFORMATION SEND AN EMAIL TO:

woodworker@iamaw.org

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JW² focus

JUSTICE FOR WORKERS AT JELD-WEN

You are reporting amazing things. JW management forcing workers to work as long as 20 hour shifts, blocking emergency fire exits, denying workers their legally required breaks and meal periods. NO raises for some for 5 years all the while JW is making a ton of money. Correction your work is making JW a ton of money.

Management Musical Chairs

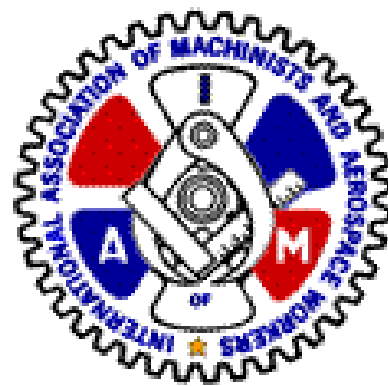
JW has decided the way to stop you from voting for the IAM is to change your management. They have fired at least 3 plant managers, transferred others, and are now also firing production managers as well.

Here's what's wrong with their approach. Does it really matter who orders you to work 20 hours straight? Does it really matter who tells you to stack pallets so high as to be unsafe? Does it really matter who has stock blocking exits?

The answer is no. If as a result of your courage and willingness to stand up for your rights at

JW you get a better supervisor that's great. Congratulations.

One thing that happens after your first IAM contract is that 1/3 of your supervisors will either quit or be fired because they won't be able to adapt to a workplace where you have rights and are protected by your own elected and trained Stewards. Those who are left will be the ones who respect your voice and you. So JW is simply making this process go a little quicker. Although rumor has it that one of the western plant managers who all the workers hated has been transferred to the Midwest. We'll try to confirm this in the next update.



Wage Watch* – How do you stack up?

• Grinnell	Start	\$13.50	Top Reported	\$14.10
• Grand Prairie	Start	\$8.74	Top Reported	\$14.28
• Toronto	Start	\$10.50	Top Reported	\$18.50

JW Focus

Your courage and conviction is beyond anyone's expectations. Some veteran IAM organizers are absolutely amazed at how fast you are responding.

Jeld-Wen Justice Campaign Update

Iowa

JW employees are volunteering to contact their co-workers to help them understand the importance of signing the A cards. Enthusiasm is very high!

Illinois

More A cards than expected being returned from here.

North Carolina

All sites reporting progress. Especially harsh and unfair treatment reported from these locations fueling worker disgust with JW management.

California

Bi-lingual leaflets are being especially well received.

Oregon

Chiloquin finds its voice: Workers chant "Union, Union" at the end of a captive audience meeting creating problems for the anti-worker consultant.

Washington

In-plant volunteer organizing committee being formed. A key step towards election victory.

Texas

Workers here and in Florida have been assigned to 20 plus hour shifts. Plus, pallets are being stacked well above safe levels.

Canada

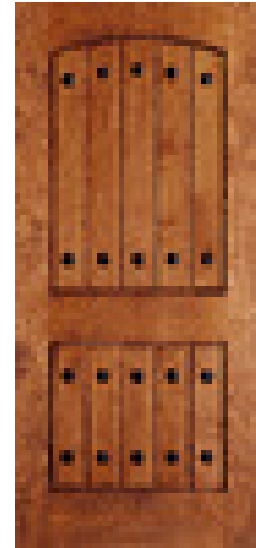
Leafleting just started. Canadian labor laws are somewhat better than in the US.

West Virginia

Highest degree of self-organization of any location. Meetings scheduled to move forward with elected representatives.

Florida

Large number of potential safety violations reported.



HAVE A QUESTION?

You can contact us at:

Email: organize@iamaw.org

Facebook: [Jeld-Wen Justice](#)

Phone: 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.*

At what point will JW management realize that you won't be tricked by Cruz & Associates? You have real issues that need real solutions not just empty management promises and false words about future change.



JW accused of violating International Labor Standards!

Builders and Woodworkers International (BWI), a global union federation, located in Geneva Switzerland has reported that JW is violating international labor standards.

The list of violations include: Using anti-worker consultants to directly interfere in the union election process. Having unsafe work conditions. And, threatening union volunteers and staff with physical violence in an effort to stop workers from learning about their international rights to form and join a union of their own choosing free from interference.

These are serious violations. BWI has sent a letter to the JW CEO asking him to meet with them and their affiliated unions from around the world to find a way to stop these violations and to establish a free and fair election process in compliance with international labor standards.

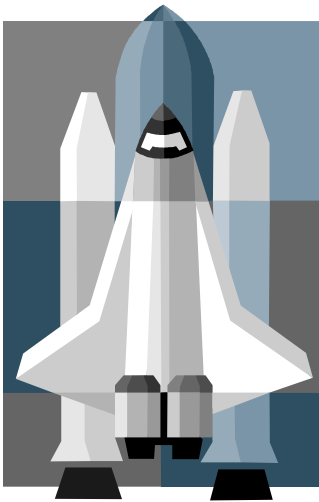
JW workers who have union protections in Europe and Asia have been informed about these violations and are preparing to take action against JW around the world to help you win a free and fair election process and to assist you in your struggle for Justice at Jeld-Wen.

Now you know you are not alone. JW cannot run away from where they are because anywhere in the world that they try to run BWI and the IAM will be there.

We are helping your co-workers in North Carolina form a union as well as Texas and Florida. This is not just a nation-wide campaign now it is an international campaign

You are not alone!
To see the BWI story go to:

<http://www.bwint.org/default.asp?Index=4793&Language=EN>



Management Massacre Continues!

Being a JW plant manager has become a dangerous job. They are being fired at an accelerated rate. All across the country JW is firing it's plant managers. Why? In an effort to convince you that JW is changing they will sacrifice their own management team just as they are willing to sacrifice you and your family's future.

Should some managers have been re-trained or re-assigned to jobs where they do not come into contact with workers? Of course! But ask yourself this.

- Even if you get a new manager who is better with workers is that really the solution?
- How long until JW gets rid of the new managers?
- Can you be given respect and dignity or must you fight and earn it?.



Cruz Control

JW has hired anti-worker consultant, Cruz and Associates. This company makes big money teaching JW management how to get you to vote against your co-workers who want to stand up and win justice at JELD-WEN.

We know they have conducted focus group meetings and are doing one-on-ones with you in many locations.

Ask yourself this. If the threat of a the union disappeared tomorrow how long would it be until JW management went back to it's old ways? How long would it take until

certain Supervisors were back to their old tricks?

The only way to be sure that you always have a voice at work and to be certain that you always have a trained union steward by your side every time you are confronted by management is to have the protections of an IAM union contract.

JELD-WEN
WINDOWS & DOORS

FACEBOOK
Page
Exceeds 1,000
"Likes"

TOGETHER
WE CAN
MAKE JW A
GREAT
PLACE TO
WORK

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



Justice
For
JELD-WEN
Workers

9000 Machinists Place
Upper Marlboro, MD

JW Management threatens gun violence

Klamath Falls, Oregon,
March 8, 2013 about 2:15 PM

A well dressed male around 40 plus years of age standing about 6 ft. in height coming from the JW sawmill office approaches a union leafleteer.

He asks the leafleteer what he is doing. The leafleteer responds that the is handing out leaflets to give information to JW workers. The JW management representative asks for a copy of the leaflet. The leafleteer gives him a copy.

The JW management representative then accuses the leafleteer of trespassing on JW property. The leafleteer responds that he is not on JW property but rather in the public right-of way (in Oregon public right-of-

way usually goes 50 feet from the center of the road in both directions).

The JW representative then states that if the leafleteer trespassed on JW property he will be shot. The leafleteer asks if he is being threatened? The JW representatives turns and walks away.

Given the recent series of events in the US regarding gun violence this is a serious threat.

It also shows how demented and panicked JW management is to be stupid enough to issue such a threat.

You have them on the run. Keep up the pressure sign and return an A card to get to an election.

JW management is afraid of you and what power you will get if you vote IAM YES!

