



Did You Know?

- ◆ JW was founded in 1960
- ◆ The IAM was founded in 1888
- ◆ The IAM has award winning programs in worker safety, apprenticeship, high performance, and sustainable forestry

ISSUE 7 | VOLUME 1 | 2013

JW²

focus

JUSTICE FOR WORKERS AT JELD-WEN

FEAR is the number one reason that our co-workers who haven't signed the "A" card yet give for their inaction. They tell us they are afraid they will get fired or if the union comes in that JW will close the plant and leave. So we decided to explain why we who are leading this struggle for justice at JW are not afraid.

Will JW close?

There are only a few reasons plants close.

These are:

- **Bad management**

Poor management creates waste in the production process, high worker turnover, buying cheap raw materials, and failing to get us the training we need. Any company that bases it's management model on forcing workers to work harder instead of rewarding them for working smarter is doomed to fail.

- **Technological Change**

The way we make doors and windows today is very different than 10 years ago. The way our products will be made and what they will be made of 10 years from today will also be very different.

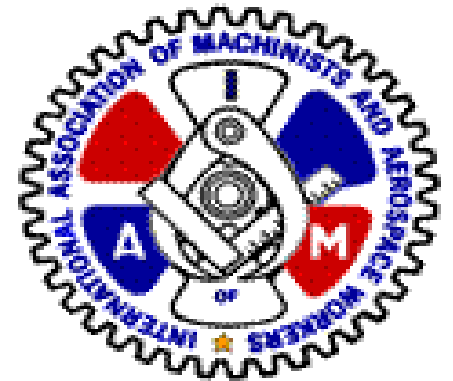
Companies can either be

technological leaders like Apple or innovative laggards like Georgia-Pacific. The leading companies are already working on tomorrow's products. The lagging ones seek to milk every last dime out of their machines and their workers. Instead of planning for the future these managers are lining their own pockets.

- **Market Change**

No company that seeks to market cheap poorly designed inferior products has ever survived over the long term. For companies to thrive and grow over the lifetime of one or two generations of workers they must produce high value products.

JW wants you to believe that when we succeed in joining the IAM they will close. The facts are just the opposite. **JW**



is already on the path to failure- again. Our product quality is down, turnover and bad management are driving up costs. We workers are the only ones who truly care about the future and we have no voice and no say.



Wage Watch: The Price of Gas and Food on the rise

During the past 12 months the price of gas went up by 2.8% while the price of food increased by 1.4%. If you have a family of 3 or more this just used up your entire JW "raise" assuming you earn at least \$12.00/hr and JW didn't increase your health insurance premiums, otherwise you're losing ground.

JW Focus

JW is spending more than \$100,000 to stop you from joining the IAM. Why? What are they afraid of losing? Why do they want you to be afraid of yourself and your co-workers?

Why JW is Afraid of you Joining the IAM!

What you Gain	What JW management loses
The right to have a Steward represent you for all matters that could lead to discipline.	Supervisors lose the ability to bully and bluff you.
You can only be discharged for breaking JW rules that have a business reason to exist, that are applied equally for all, where you can confront your accuser, tell your side of the story, and that ultimately will be decided by someone other than a JW manager.	The right to fire you for getting injured, breaking rules that don't exist or are rarely if ever applied. They can't fire you for their inability to provide you with a safe work environment. They can't even decide to fire you before they do an objective and fair investigation that you get to participate in.
The opportunity to bargain for every change in hours, wages, and working conditions.	They. By law. Must talk to you before they can make any changes in hours, wages, and working conditions. They have to listen to your ideas and if they reject them, then they must get you to agree to theirs. Not simply dictate them to you unilaterally.
To hold secret ballot elections to elect your own Local union leaders and bargaining team who will bargain for a first contract with JW management.	They must bargain your next wage increase, your new health insurance premium, and your work hours including whether overtime will be mandatory or voluntary.
You get to determine how promotions are made and under what circumstances, it is a mandatory subject of bargaining.	Supervisors will lose the ability to promote their favorites or their relatives. All workers will have the same rules applied when it comes to promotions.
Dignity and respect on the job.	Being able to treat you like children and belittle you.



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 our privacy or us. *Exercise caution when posting.*

At what point will JW management realize that lining their pockets while starving us is a formula for failure-again?

Why the IAM Won't Abandon Us

Barry wants you to believe that by not taking the flyers the IAM will abandon us when we need them the most. As usual Barry is delusional.

Unlike JW, the IAM is not a profit driven organization. Their mission, the reason they exist, is to help workers like us make our jobs better, have time to enjoy our families, and help our local economies grow.

As long as we, the JW workers, continue to send in signed "A" cards (this past Monday the IAM told us they received 20 "A" cards in just one day), they will stand with us.

We all know JW is pressuring us not to take the leaflets. It doesn't matter whether you take them or not. Fortunately, when JW tells us not to take them it turns out that more of you take them. Just to get in their face. Thanks!



Why We Picked the IAM?

We called the IAM to help us organize because the IAM is run by it's members. They make decisions at Conventions. All of the officers are elected.

The IAM can never put us on strike. We will only go on strike if we vote to and not just by 50% but by 66% percent. The IAM requires a super majority on a strike vote because they want to make sure that a super majority of us are committed to the struggle that is involved in a strike.

We chose the IAM because 99% of their contracts are settled without a strike. But if required and we vote for it, the IAM provides us with the knowledge, skills, and abilities to prevail in any strike we vote for.

The overwhelming numbers of IAM members have never been on strike. So don't let JW scare you. The strike like any other tool is there if we need it. But it will always be our decision.

Why JW Management continues to violate international labor rights and human rights?

Barry's afraid and given the number of management workers fired lately it's no wonder. Yet that doesn't justify Barry threatening you if you take a leaflet. In the US we still have freedom of speech and it's your right to educate yourself about the issues and make your decision an informed one. Democracy only works when voters know all the facts. Right now JW is trying to scare you by saying things about us and about the IAM that simply aren't true.

What's worse they are hiding the real facts. Like, after the election is certified by the government, we will get our stewards trained and we never again will ever have to face the boss alone on matters of discipline. We will be protected against getting fired because JW provides unsafe work places. We will never again have to refuse medical treatment just to keep JW's injury rates artificially low.



Welcome Changes

Bathrooms have been updated, break rooms remodeled, new micro-waves arrived, mandatory overtime reduced, supervisors have tried to become our friends. These are wonderful changes.

But, we can't help but ask ourselves three questions:

1. Why did it take the threat of a union to get these things that we have asked for for years?
2. What will happen when the union leaves? Will we go back to being treated just as part of the machines we run and fix?
3. If we can get this by just threatening to form a union and join the IAM what will happen if we actually form and join the union?

JW is wasting tons of money on things like anti-worker consultants who lie to us and try to get us to forget why we called the IAM in the first place. They are trying to divide and conquer us.

INVEST IN YOURSELF:
Join our team
The Machinists



If you haven't yet completed the Authorization card enclosed in this newsletter please do 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



Attention: This page is open to all viewers

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

**FACEBOOK
Page
Exceeds 300
"Likes"
And 2,000
viewers**



Justice
For
JELD-WEN
Workers

9000 Machinists Place
Upper Marlboro, MD

JW "Flying" Door Team Nominations Open

As we learn about supporters from other JW sites thanks to the IAM it has come to our attention that we aren't the only ones subject to the flying doors and windows.

We are now getting reports from Oregon, Indiana, and Florida that their supervisors also throw door blanks, window parts, and other items at them in what appear to be fits of rage.

So we thought it only proper given how much of our money JW spends on sports teams both in Portland (a sum so large that JW had the amount sealed from the public) and in Australia (another sizeable chunk of change) to recognize the all JW "Door" throwing team.

If you know of a JW supervisor who has thrown something at you or

you have seen them throw things at other co-workers please send a confidential email to:

Woodworker@iamaw.org

Or post it on our Facebook page at:

Facebook/Jeld-Wen Justice

Or go your neighborhood print shop and fax it to us at:

Fax: 301-967-3432

Once we receive your nominations we will confirm it with other workers and announce our Olympic JW Door throwing team in a later edition.

