

# Swedwood Campaign Update

## Christmas Edition

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*We find that for high-seniority male workers, mortality rates in the year after displacement are 50-100% higher than would otherwise have been expected. The effect on mortality hazards declines sharply over time, but even 20 years after displacement, we estimate a 10-15% increase in annual death hazards.*

Job Displacement and Mortality: An Analysis using Administrative Data

### Swedwood Version "Scrooged"

In Charles Dickens "A Christmas Carol", worker Bob Cratchit asks for time off to be with his family during the holiday. Scrooge replies, "bah humbug." Swedwood is offering the same response by cancelling the Xmas shut down.

In the story, ghosts haunt Scrooge until he sees the error of his ways and offers his employee not only time off, but also buys him a turkey.

Since ghosts do not exist in the real world we need to create our own voices to visit Swedwood and convince them the errors of their ways. In the US, the only organization protected by law to haunt employers until they see the errors of their ways is

the union.

Wishing will not do it. Hoping won't make it happen. The only way for you to be sure that you get every protection the law allows is to form a union.

Even after the recent round of hiring the IAM is very close to having a majority of you sign authorization cards enabling us to be your bargaining representative.

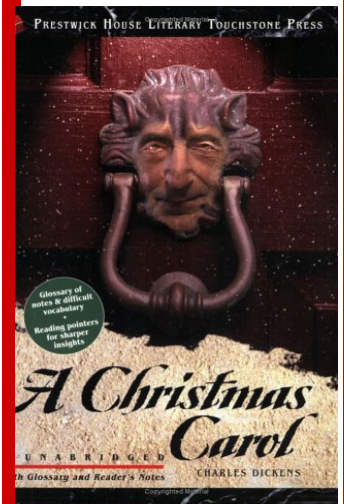
Until you sign an authorization card the union has no authority or right to represent you.

It's not too late to make this Christmas the best ever for you and your family. Return the enclosed "sign" card and put an end to the current pay for performance system,

mandatory overtime, and being forced to work holidays and week ends.

Don't wait until next year and be haunted by the ghost of Christmas's past.

### MERRY CHRISTMAS



### Protect your Health Win Job Security

Heart attacks for male workers with seniority are 50% higher the year after they are fired than normal and 10% higher even after 20 years.

This means that every "point" you earn

moves you closer to being fired and an extremely stressful situation that has very real long term health effects on you.

Why would anyone face being fired without "just cause" if they could avoid it?

Your union contract means the company must prove you were fired for valid reasons and this can be decided by an arbitrator not your boss.

Protect your family and your health support the Machinists Union.

## The Night Before Christmas

'Twas the night before Christmas, when all through the plant everyone was obsessing, with Ben on a rant.

The pallets were hung by the blowers without care, Since everyone knew OSHA would not be there.

My children were nestled asleep somewhere, In the strange home of a hired au pair.

Mamma with her ear plugs and I my hard hat, had just been told "get to the line, stat".

When over in Packing there arose such a clatter, we all sprang to the monitors to see what twas the matter.

We returned to making our tables, since it was nothing more than another run of bad labels.

The bad moon rising let us all know, it would be another year without enough dough.

Then appeared on the floor that old hard driver, threatening all that we would not be a survivor.

"Now Michael, and Kyle, now Debra, and Andy, pack faster, so I can afford to buy better brandy.

I often wonder as I toil at work, why the boss must be always such a jerk.

We work hard to make great productivity, yet he treats us and our families with greater insensitivity.

There must be some way or something I can do, to command respect for me and our crew.

I think if we could only unite,

it might be possible to make this thing right.

As I drag myself home in the mornings first light. A solution appears that is clearly black and white. A union we need to give us a voice, that way each day we will have a better choice.

All Swedwood workers but us, have protections aplenty.

We get stuck with a bus and not a new penny.

If we knew what Swedish wood workers do, we'd have better jobs and a union contract too.

In my mirror the plant out of my sight, no longer a boss to give me a fright.

I knew a card I must sign to ensure, that many future good nights would not be premature.



### Another One Bites the Dust!

Whenever anyone loses a job, all union members sympathize with the pain and stress that follows. When one job keeps being changed then it means that there is something seriously wrong. Something that can not be solved sim-

ply by changing who is sitting in the chair.

Such is the case with the position of head of Swedwood, Danville.

Two managers came two managers left. Now a temporary manager is in place while Swedwood seeks to find yet another boss des-

tined to fail. Failure is guaranteed because until you have the rights of a union contract, and until you can demand dignity and respect without fear of being fired, Swedwood won't work. It doesn't matter who is in charge.

## Pay for Performance- A System to Promote Favoritism

The new pay system enables Supervisors to have even more control of you and thus the ability to be even more abusive. Instead of denying you a raise by ignoring your annual performance appraisal, Supervisors can now simply say your performance isn't good enough to earn a raise, whether there is any proof to the contrary or not.

You could be the best worker in Swedwood and if your supervisor does-

n't like you or needs to save a few dollars or his own bonus, you will not get a raise.

A Machinist union contract would make sure that everyone knew exactly what behaviors were being rewarded with a raise and would make sure that if you meet the standards you would get a raise.

If you disagreed with your supervisor the

union steward and the union representative would file a grievance and if need be would hire a neutral 3rd party arbitrator to make a ruling that the company by law would have to follow.

Pay for performance will not increase productivity at Swedwood, treating you all with dignity and respect will.

# Swedwood

## Swedwood Lies to Swedish Media and to You

**LIE:** "It felt good that their checks went well. We have a safe workplace."

**FACT:** Danville has one of the highest serious accident rates of any plant its size in the US.

**LIE:** "It passed that (IWAY) audit."

**FACT:** Without the union participating the audit was meaningless.

**LIE:** We are losing money in Danville.

**FACT:** Production has increased dramatically.

**LIE:** Swedwood wants a social European style dialog in the US.

**FACT:** Swedwood is violating ILO core labor standards and threatens union organizers in Danville.

## How Can It Get Any Worse-Again

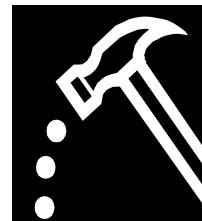
Last issue we asked how could it get any worse. We now know part of the answer. They are putting workers in lower pay grades as part of the pay for performance pay system. They have cancelled the Xmas shut down, and we hear that the costs of health insurance is

about to increase again.

There is no end to this. They will continue to take more and more away until you stop them. You can only stop them by signing the union au-

thorization card.

Once we get a majority of you to sign the cards we can force them to bargain with your elected bargaining team BEFORE they can take anything else away.



**Stop being the nail and grab the hammer.**

*"As long as Swedwood can take more from you why should they ever stop?"*

## Machinists take your fight to the public

By the time you read this unions from around the world will already be asking IKEA shoppers to send a letter to IKEA demanding that they stop abusing you, your families, and your human rights.

Next we will ask them to stop shopping at IKEA stores around the world until IKEA recognizes your right to be a member of the Machinists Union and begins to bargain a first contract with your democratically elected bargaining team without the interference of a

third party very expensive anti worker legal firm.

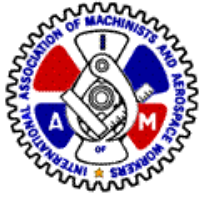
Swedwood is spending more to deny you your rights then they are spending to improve your pensions, health care or working conditions.

They continue to tell you lies.

The fact is almost every other factory in Swedwood has a union. Swedwood will not close when you win a union contract. In fact, after you have a union contract and you begin to enjoy working at Swedwood because you

are treated with dignity and respect productivity will go up. When promotions are given to the most senior best qualified worker, productivity will go up. When you have time off on week ends to be with your family, productivity will go up. When you have affordable health insurance and a pension, turn-over will decline and productivity will go up.

**Fight For  
Fairness**



Protect your future,  
Join the Machinists



## A Christmas Wish

We know this has been a long fight

We know that it takes tremendous courage to sign the authorization card.

We know you have been lied to by Swedwood.



*This time next year you will look back at how much better it is than it was and wonder why it ever took this long to support the union.*

We also know that this fight is a noble one. We know that in the end the only question is "when will you win" not "can you win".

We hoped that IKEA would have honored its commitment to recognize your wish to have a union as they promised to do in their IWAY. We still believe they will once they understand.

We wish you a wonderful holiday season and hope you enjoy good health and healthy families.

We wish you the best of luck in the coming year, a year when we are confident that victory will come to you.

If you haven't joined with more than 100 of your co-workers and signed the authorization card please do so today and mail it back to us.

May next year bring you peace on earth, safe work, and the respectful treatment that comes with a union contract.