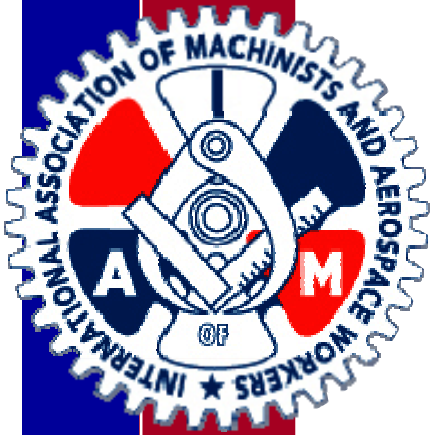


We Win!

You did it. You braved obstacles and setbacks and persevered. Now it's time to *join your union*, build momentum and make a united statement as we go into bargaining. Regardless of what side of the fence you may have been on, the AFSS IAM Union welcomes all. Let's move forward together.

Here's the communication from the NLRB that seals the deal.



Need more information?
Checkout www.goiam.org or
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Sirs:
Please allow me to confirm the contents of my telephone conversations with both Employer and Union counsel.

For purposes of Case 5-RC-16291, the Employer and the Union agree that the laid off employees who cast ballots that were challenged by the Board are not eligible voters in this case. This will render the remaining, undecided, challenged ballots non-determinative; accordingly, absent the filing of timely objections the Board will issue the appropriate certification of representative. The parties' agreement is for purposes of resolving the subject case only, and is without prejudice to their respective positions in any other pending or future unfair labor practice or representation proceedings.

If the above comports with the Employer's and Union's understandings, please confirm by return e-mail. Thank you VERY much for your cooperation.
Wayne Gold [NLRB Regional Director]



International Association of Machinists and Aerospace Workers