

**To Improve and Protect
Benefits at Work**
Vote YES!

Don't delay!

This is your year to be represented by the two largest labor unions in the Tobacco Industry.

BAT/RJR belong to their unions. They're called Associations. BAT/RJR joined these Associations to protect their interests. Therefore, it's perfectly logical for you to join an Association to protect your interests.

VOTE YES!

***United Tobacco Alliance
For a Voice and Freedom!***



VOTE UNION YES

Save and protect the wages, benefits and working conditions you presently have and bargain for YOUR future.



United Tobacco Alliance

Contact Information:

John Price and Bobby Sapp

PO Box 1090

King, NC 27021

Winston Salem Office: (336) 767-9717

King Office: (336) 985-3342

Website: www.utavoice.org

***Don't
Wait...
It's
not
too
Late!***

***What do 19
million workers in
North America
have
in common?***



All belong to Today's Labor Movement!

They all work under a union contract that guarantees wages, benefits, and working conditions.

Why should you belong?

Uniting together and collectively bargaining a contract with BAT/RJR gives you a true voice and vote on all your working conditions and retirement.

A vote "YES" represents having a Voice and Freedom on the Shop Floor

You will have true Representation. Someone to fight on your behalf. Someone who cares about you, your issues, concerns and problems on the job.

You will have someone on **YOUR** side who has the expertise in dealing with employers on a host of issues such as:

- Benefits
- Corporate responsibility
- Family Leave & ADA Laws
- Health
- Worker Rights
- Industry Standards
- Occupational Hazards
- Pension
- Quality Standards
- Grievances/Arbitration
- Negotiations and much more!

Not supporting your co-workers and Voting "NO" representation allowed the company to:

- ◆ freeze your wages,
- ◆ lower your retirement benefits,
- ◆ increase your cost for insurance,
- ◆ change schedules arbitrarily,
- ◆ ignore your years of loyal service,
- ◆ Sub-contract and outsource your jobs.

They have and can change anything they want without any vote from you, regardless how you feel about their decisions.

It's your chance to end their empty promises and have a **Voice and Freedom** at work!



"ONLY A FOOL WOULD TRY TO DEPRIVE WORKING MEN AND WOMEN OF THE RIGHT TO JOIN THE UNION OF THEIR CHOICE!" - PRESIDENT DWIGHT D. EISENHOWER



You Have A Right to:

DIGNITY
JUSTICE
&
RESPECT

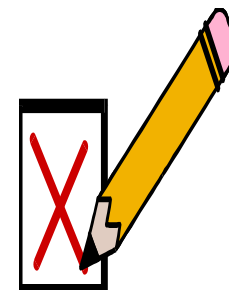
Your hands, heart and mind serve and support RJ Reynolds daily. You help them earn a large profit every year.

You deserve to be treated with Decency, respect and have a share of the profits you earned!

There is strength and safety in numbers. Unite in solidarity with the other organized Tobacco Workers in the United States and throughout the world.

RJ Reynolds asked several times to give them another chance to meet your needs.

Now it is time to give yourself a chance by voting;



UNION YES!