



# United Tobacco Alliance

For a **Voice** and **Freedom**

On the Web: [www.utavoice.org](http://www.utavoice.org)



**For a Voice and Freedom in the Work place, YOU need to Stand Up and be counted. Step Out and Speak Up to be heard now!**

**VOTE UNION YES!**

**Stand-Up!  
Step-Out!  
Speak-Up!**

***Solidarity***

STEP UP AND JOIN US!

Over-heard from the Shop Floor.

*“As a YOUNG EMPLOYEE, with little seniority, I can’t help but think about the 2800 workers our company terminated. Because we are not union, without a contract, these employees have no recall rights. In fact, the Big Bosses decided to replace the employees with temporary workers. I don’t want this to happen to me! I’M STANDING UP AND VOTING YES!”*

*“I’m a SENIOR WORKER at RJR and was told I won’t receive anymore hourly wage increases. I’m worried the company will continue to increase our Medical Insurance payments and who’s to say they won’t change our retirement again! The fact is, we don’t have a contract and until we do, RJR can do whatever they want! I’M STANDING UP AND VOTING YES!”*

**“The only thing to fear is fear itself” Franklin D Roosevelt**

RJ Reynolds CEO, who has a Great Contract with the company, once said *“We should embrace change and not fear it!”* If has worked for them it will work for us! We can make Reynolds a better place to work for everyone. We, the employees, are the ones who know how best to do our job. We are the ones who make the profits! It makes sense for us to join together Vote YES and get what we deserve and secure it in a contract just like our CEO!