



UTA GUARANTEE



THE UTA HERBERY GUARANTEES that when you ratify your contract with RJR, your union dues will be \$30 per month.

THE UTA HERBERY GUARANTEES All UTA Union members will be eligible for all BCTGM and IAM Union privilege programs.

THE UTA HERBERY GUARANTEES that you will not be expected to pay dues until a contract acceptable to a majority voting by secret ballot has been negotiated with Reynolds.

THE UTA HERBERY GUARANTEES that Reynolds is required to negotiate with the UTA in good faith after a majority of the workers voting in the NLRB secret ballot election vote in favor of the UTA.

THE UTA HERBERY GUARANTEES that a legal strike will not occur unless two-thirds (2/3) of the workers voting by secret ballot are in favor of a strike.

THE UTA HERBERY GUARANTEES that Reynolds is required to sign the UTA contract once it has been negotiated.

THE UTA HERBERY GUARANTEES that with your support, the UTA can make Reynolds a more profitable, fair and more pleasant place to work.

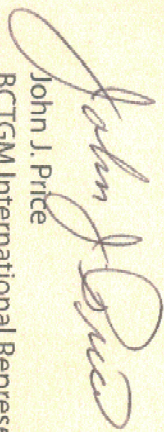
THE UTA HERBERY GUARANTEES that the UTA contract provides job security because the company will not be able to fire you without just cause.


THE UTA HERBERY GUARANTEES that it is illegal for Reynolds to close or threaten to close the plant if you elect to be represented by the UTA.

THE UTA HERBERY GUARANTEES that you will not forfeit your individual rights. You will be able to discuss problems with your supervisor if you choose to do so.

THE UTA HERBERY GUARANTEES that you cannot be fined for failure to attend Union meetings.

THE UTA HERBERY GUARANTEES that it is illegal for Reynolds to discriminate against you because of your support for or membership in the UTA.


John J. Price
BCTGM International Representative


Bobby Sapp
IAMAW Grand Lodge Representative



On the Web: www.utaonline.org



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