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JW²

focus

JUSTICE FOR WORKERS AT JELD-WEN

During the past 6 months the IAM has received numerous calls from JELD-WEN workers from across the country asking us to assist you to win justice on the job.

Justice for JELD-WEN Workers Campaign Kick-Off

The calls started about JW's stealing your pension. They continued with complaints about unsafe work.

Individual locations talked about improper and untrained supervisors. Others were concerned about the revolving door of temporary workers who were untrained and dangerous to themselves and others.

Still others were concerned about the new owners and what would ONEX do? Would they shut down some sites or would they move away.

Many are concerned about

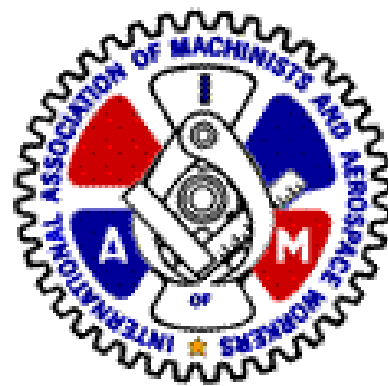
how overtime is handled. Some have too much, others not enough.

Working conditions were a common theme everywhere: too hot in the summer too cold in the winter.

The most commonly reported problem was lack of respectful treatment and dignity on the job.

After talking to many of you for months, the IAM launched an investigation to determine if we could help you win justice on the job and if JW and Onex could be made better with a strong IAM union contract.

Our research says YES!



MARKET WATCH

- JW Europe had a great year in 2011 and a solid year in 2012. The US housing market is finally starting to improve and re-modeling is also picking up. All of these indicators and others suggest that 2013 will be a good year for JW.
- JW US is opening new operations and will be spending millions to move it's HQ from Oregon to North Carolina. Perhaps instead they should share some of the wealth you created with you.

JW Focus

The choice is yours. If you keep doing what you have been doing you will keep getting what you have been getting. Now is the time to standup and let us know what needs to be changed.

How Do I Win Justice at my JELD-WEN worksite?

The process is simple, safe, and protected by US law. You have two ways to form a union at your worksite.

The first is for JW to recognize that the IAM represents 50% of the workers at your location. Then, you elect your Local union officers, create your bargaining team and start to bargain for the items you want in your union contract.

The second way is for 65% of you at your worksite to sign an authorization card which allows the IAM to demonstrate to the US government that enough workers want to be represented by the IAM for the government to hold a secret ballot election at your worksite. When a majority of you vote to be represented by the IAM then you elect your officers, create your bargaining team and begin to bargain for the items you want in your contract.

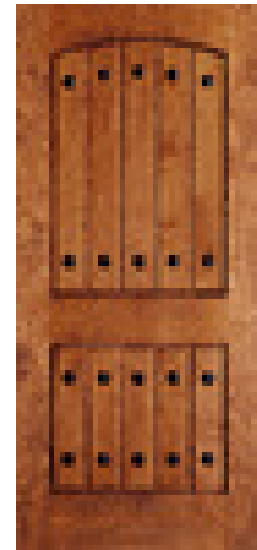
With either method the process can be short (less than 6 months) or long (more than 2

years). The longer it takes for 65% of you to sign an Authorization card (which is not a membership card and does not legally obligate you to do anything), the longer it takes for you to form your union and start making JW a better place to work.

The Authorization card is confidential. It will only be given to the government to prove we have a majority. You vote in a secret ballot election. No one will ever know how you voted other than you.

Your choice is a simple one.

- Do you want a voice as to how things happen at work that can be legally enforced?
- Do you want to have an independent safety committee with worker safety representatives trained by the IAM?
- Do you want workplace disagreements resolved by a 3rd party independent arbitrator instead of your boss or even the plant manager?



- Do you want a voice in hours, wages, and working conditions?
- Do you want a trained union steward to go with you when the boss attempts to cover his own mistakes by blaming you?

It's up to you.



Did You Know?

- The IAM has several union contracts with other ONEX owned companies and all have better work conditions and better treatment on the job.
- In Canada and Europe most of JW's employees are represented by a union.

Has This Happened To You?

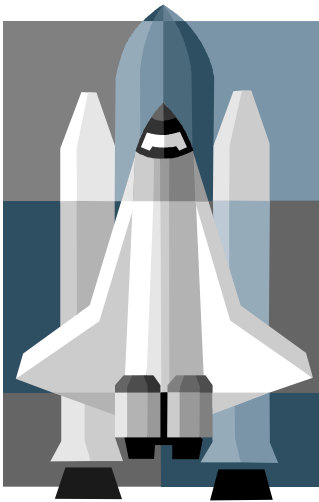


An injured worker was told to refuse medical treatment. Another was harassed to return to work before their doctor released them. Yet another was pressured to charge their medical treatment for injuries against their health insurance instead of workers compensation.

It is illegal to charge anyone other than workers compensation for on-the-job injuries. You can be prosecuted as well as JW. JW is just trying to avoid reporting your injury. This is also illegal.

Stop being alone. Join the fight for fairness at JW. Sign an "A" card.

We Are the IAMAW



The IAMAW, is a legally registered trade union representing more than 365,000 members across the US and Canada.

Our members maintain the space shuttle, build Boeing 777's, tactical jet fighters, as well as build commercial aircraft and warships. We keep the nation's railroads running, harvest trees, make lumber and plywood, and all types of specialty wood products including floors

We are the largest union in the following industries: aerospace, commercial aviation, wood and forestry products, rail transport, and tool and die.

We are a democratic organization where our members at Convention and through their elected Local leaders make decisions for the betterment of themselves and all workers in North

America.

We are a major force for pro-American and pro-worker legislation in Congress. Yet, we do not spend dues dollars on political candidates. Our political contributions are raised separately.

Our members vote on which political candidates we endorse based on those candidates who are best able to create jobs, protect workers, and keep workplaces safe.

Our Local Lodges are operated by our members. They are assisted by District representatives and expert staff from our national headquarters. We have a fully staffed legal department, worker safety department, and a department to just deal with issues of wood and forestry workers who depend on a vigorous housing market.

Our Members:

- Lobby Congress and your state legislature for laws to protect workers and their families.
- Started and still support, Guide Dogs of America (who provide free of charge Guides for the Blind)
- Make their employers the most productive companies in the US
- Help each other during natural disasters and crises



Let's Make JW what it should be: A Great Place To Work

JW could be a great place to work. All that needs to happen

we're escorted out the door.

With a strong IAM union contract we can tell the boss how to do it right the first time and not be afraid of getting fired.

TOGETHER WE CAN MAKE JW A GREAT PLACE TO WORK

is to have workers empowered to make more decisions. We know how to get the job done and to get it done right. Yet in an "at-will" situation as soon as we open our mouths

That's just one reason why union shops are about 23% more productive than non-union operations.

You deserve the best. You work hard for it.

JELD-WEN
WINDOWS & DOORS

Let's make this trademark stand for the best in the industry, the best jobs, the safest work, the best benefits and the best workers.



Justice
For
JELD-WEN

9000 Machinists Place
Upper Marlboro, MD

Beware the "OPEN" Door

You will hear it a lot during the next several months. "My door is always open" or some version of it. The message is clear. I am not your boss. I am not the person who holds the power to fire you, suspend you, demote, or discipline you, I am your friend.

Unfortunately as too many workers at JELD-WEN have discovered over the years, there is a difference between friendship and business.

I may be your friend when I need for you to work extra overtime or to come in on a Saturday but when the time comes for your boss to choose between their job and their promotion it's clear that it's all business.

Many a JW workers has walked through that OPEN door to try to make a suggestion or to fix a problem only to discover that they are being escorted out the door and out of a job.

As an "at-will" em-

ployee you can be fired for any reason or no reason. Only with an IAM union contract can you know that you have a fair and just discipline process where someone other than your boss make the final decision about what is right and what is wrong.

Don't find out too late that you can have the door hit you on the backsides as they throw you out. Get the protections your deserve, sign the "A" card today.

INVEST IN YOURSELF:
Join our team
The Machinists



Complete the Authorization card enclosed in this newsletter and return it to the IAM.

- It is confidential
- It is needed to form a union
- It is protected by federal law
- It is your first step to a safer job