



IAM & AW AFL-CIO

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AEROSPACE MACHINISTS INDUSTRIAL DISTRICT LODGE 751

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May 22, 2015

Dear Cadence Giddens Employees:

District 751 wants to thank you for taking your first step toward a brighter future. It takes courage to stand up and exercise your rights under federal law. This is an important step that we take very seriously.

We would like to invite everyone to all hands meetings scheduled for Thursday, May 28th (**2:30 PM or 5:00 PM**) and Friday, May 29th (**2:30 PM or 5:30 PM**) at our Everett Union Hall (8729 Airport Road, Everett). Attend the meeting most convenient for you. A meeting notice is enclosed with a map on the back. This is your opportunity to meet your Union representatives, nominate your negotiating committee members* and complete a survey about issues that are important to you that need to be addressed during negotiations.

While we are confident that we will be certified as your representative, we must wait for the National Labor Relations Board to complete their process and determine the outcome of those ballots that were challenged.

In order to be proactive, it is very important for us to begin meeting and having discussions regarding what your group wants to see in a collective bargaining agreement that will improve the standard of living for all involved.

No matter how you voted in the election, we need to unite as a group because **everyone** will be affected by the collective bargaining agreement. The stronger we stand together, the better the chance of securing a strong agreement that addresses your issues.

Be alert! If your management changes wages, hours or working conditions during this process, it is against Federal Law and we need to hear about it as soon as possible!

Continue to monitor your web site at <http://www.voteyesiam.com/cadence> for updates. Also, feel free to contact us at iamcadence@iam751.org or 1-800-763-1301 extension 3305.

In Unity,

JESSE COTE
IAM Representative
District Lodge 751, IAM&AW



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Enclosure(s)

****You have to be a member to nominate and/or accept nomination for the negotiating committee. For anyone who is currently not a member, an application is enclosed—simply sign it and return it in the self-addressed, postage paid envelope. No money will ever be owed until a Collective Bargaining Agreement is voted in by you and your co-workers. The stronger the Union membership, the stronger the Agreement. That's a proven fact.***