

NEWS FLASH...

Cadence Broke the Law

Since July, the Machinists Union has been negotiating on your behalf to get you a fair contract with Cadence Giddens while the company has **DELAYED THE PROCESS BY BREAKING THE LAW.**

The Union is protecting your rights by calling Cadence on their illegal tactics. On Oct. 6, the Union filed five unfair labor practice charges to stop Cadence from their illegal activity which violates your rights.

The charges include:

- In the last six months, Cadence has interfered with, coerced, and restrained employees in the exercise of their Section 7 rights by withholding performance evaluations necessary for raises in retaliation for forming a union.
- In the last six months, Cadence has interfered with, coerced, and restrained employees in the exercise of their Section 7 rights by withholding a 401(k) match in retaliation for forming a union.
- In the last six months, Cadence has interfered with, coerced, and restrained employees in the exercise of their Section 7 rights by indicating collective bargaining is futile, that unionization has harmed the company, that workers would lose benefits due to unionization, and by making similar statements for the purpose of discouraging employees from engaging in protected activities.
- In the last six months, Cadence has maintained an employee handbook with unlawful rules restricting the rights of its employees from engaging in Section 7 activity.
- In the last six months, Cadence has refused to respond to requests for information by the union necessary to bargain on your behalf as the exclusive bargaining representative.



WHAT YOU CAN DO:

- Take part in rallies at the plant gate and informational picketing.
- If management has engaged in what you believe is more illegal activity, use the “**Record the Facts**” form to document it and include the date, time and witnesses. This could include any changes in wages, hours, working conditions such as shift start time, pay raises or lack of, or new processes. This includes any mandate from management that is different than your current duties before the IAM was voted in. Also any attempt by management to coerce, intimidate or directly bargain with you.
- If you see safety infractions of company policy, document it on the enclosed safety report form or download it from the website.

Visit your website for more information:
www.voteyesiam.com/cadence