

What do I get with a union?

Better Pay: Federal government statistics show the average union worker in America makes 27 percent more for doing the same work as a non-union worker. That's \$207 a week.

Every union contract is different, but the Machinists Union has a strong record of winning better pay for its members.

Better Benefits: The same government reports show that:

94 percent of union workers have retirement benefits at work, compared to 64 percent of non-union workers;

94 percent of union workers have health care benefits, compared to 68 percent of non-union workers; and

83 percent of union workers had paid sick leave, compared to 62 percent of non-union workers.

Respect: A union contract sets the rules for how workers are treated. Then the union's Stewards and Business Reps -- and sometimes even lawyers -- make sure the company follows those rules.

This ensures you'll be treated fairly by your managers, and that you'll have the support of the union in any dispute. *You won't have to face your boss or HR alone.*



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So what is the IAM?

The International Association of Machinists & Aerospace Workers is one of the largest industrial workers' unions in the world.

It was founded 127 years ago by workers who wanted then what you want today: Better pay and benefits, safer work places and basic respect on the job.


Today, the IAM represents nearly 600,000 people working in more than 200 industries across the United States and Canada.

It's how YOU can make Giddens a better place to work

It's time for

The Partnership YOU Need

UNION YES



Why the IAM makes sense at Giddens



Learn more!
www.IAM751.org
www.Facebook.com/IAM751

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Here's why your co-workers are voting 'Union Yes'

...and what they say about working at Cadence-Giddens

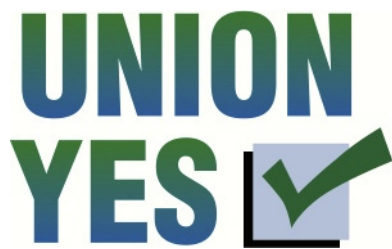


You do 'everything right' for Cadence ... but *what does Cadence do for you?*

"Earlier this year, management had an all-hands meeting with us, saying that Giddens was the most-profitable site and **the workforce was doing everything right for Cadence** ...

"In the next breath, they said **wage increases are frozen and that they were taking our 401(k) company match away** ...

"I'm thinking, **'Wow**, what a great way to attract and retain great employees."



Ownership

"I have been here since the Giddens family owned the facility, and I can say that **every time it is sold, it gets worse.**"

"Curt seems to be a very nice guy, but since Cadence took over, **he doesn't have the pull necessary to protect us.**"

"**Why don't they invest in their own workforce?** They don't attempt to 'attract and retain' us. The turnover is very high and now **look at our scrap rate!**"

"When the company gets bought out again, **what are the new owners going to take from us?**"

Benefits

"Why don't we have the **same Medical plans and cost structure as Cadence-PMW?**"

"I am about to retire from Giddens but **my co-workers now won't have a 401(k) that will support their retirements.**"

"The **out-of-pocket costs for health benefits go up each year.** I'd like a contract that helps keep that in check."

"On the tuition reimbursement **they pick and choose who gets to use it. It should be for everyone like me** who's trying to better themselves and gain knowledge for their job."

Management

"We keep telling management that the air quality is bad **but they don't listen.** Our health is important!"

"At Plant 2 they took our 4-10s schedule away and put in a 5-8s work week **without telling us why.**"

"**I want a fair system in place for shift preference and job openings.** When open jobs are posted we should get that opportunity before they hire someone off the street."

"**I expected some real training,** something that would help build my knowledge and career."

Pay

"People have been working here for more than 10 years, and **they're still not even making \$15 per hour.** How do they take care of themselves, much less their families?"

"I got perfect on my evaluations and they gave me pennies. Now wages are frozen, so **we get nothing for doing everything for this company.**"

"I know in each pay classification they have five levels. But **I have no idea how to get there,** or for that matter, I don't know anyone who is a Level 5."

"All our customers have a contract laying out terms, conditions and payments for the products we produce, so **why shouldn't we have a contract with wages in writing?**"

What Cadence Aerospace claims:

"When you join the Cadence Aerospace team, you are more than a number – you are a valued part of our company family. Superior craftsmanship, employee pride and a shared commitment to continuous improvement are the foundation of our success."

But the truth is:

"**Why is management timing our bathroom breaks?** We don't time theirs. Is this even legal?"