

# More Reasons to Join the Union

While Vallourec is making millions in profits off of our backs, they continue to slash our wages and benefits. They have implemented a two-tier wage system and have made it nearly impossible for us to get our pay increases. In addition to cutting our matrix and our profit sharing they have forced ridiculous work schedules on us. If we had a union contract Vallourec would have to negotiate these changes with us.

## Vallourec Has CUT OUR WAGES By \$5,741 !

### **Old Pay System**

Starting pay that lasts for 1040 hours and then full rate of \$23.09. Yearly salary with no overtime would be \$48,027.20

### **New Pay System**

Starting pay for 120 days \$17.95. After 120 days it's \$18.53 for as long as it takes to go to all of your soft skill classes. Once you have finished your soft skill classes you can advance to \$20.33. But this is not automatic and most have to wait 18 months.

Advanced Rate is \$23.09. This is for someone who has mastered at least 3 jobs and continues to take a growing list of classes. **NONE OF THE NEW HIRES HAVE OBTAINED THIS RATE.**

\$17.95 x 2080 Hours = \$37,336.00

\$18.53 x 2080 Hours = \$38,542.40

\$20.33 x 2080 Hours = \$42,286.40

\$23.09 x 2080 Hours = \$48,027.20

Under the old system, with no overtime - \$48,027.20 in annual wages at the old mill.  
Under the new system, with no overtime - \$42,286.20 in annual wages at the new mill.

## JOIN THE UNION TODAY!

For More Information Contact an Organizing Committee Member Below:

Chad Viconovic - New Mill  
330-718-7028

Chuck Lepowsky - New Mill  
330-402-9850

Bill Allen - Old Mill  
330-532-4113

Dave Lorenzi - Old Mill  
330-506-1626

UE Representative - Karen Hardin  
440-862-1295

