

VALLOUREC BROKE THE LAW

**Why did the union buster sweep it under the rug?
How many lies or half truths is he telling?
How much is he getting paid?**

Even as he urges us to “get all the facts” before the union election, the labor relations consultant Vallourec has hired to stop us from voting for the union is actually hiding the facts from us. Apparently, he only wants us to have the facts that help his case.

In the latest “HOTLINE” Vallourec says its policy on distributing campaign information “could be” a problem, so the company wants to be “proactive” by creating a new policy. What the company and its consultant failed to mention is that the National Labor Relations Board has issued a formal complaint against Vallourec for interference with workers’ rights. In fact, Vallourec has been ordered to appear at a Labor Board hearing in Cleveland in February. The company is actually changing its policy to limit its exposure.

***The legal complaint also says Vallourec broke the law when it
“threatened Union representatives with physical harm...”***

The Labor Board investigated Vallourec after the UE Organizing Committee filed unfair labor practice charges. The resulting legal complaint against Vallourec is not limited to company policies that discourage workers from sharing information; it also says Vallourec security guards illegally “threatened Union representatives with physical harm” if they didn’t stop trying to distribute union information to mill employees. You can read the whole Labor Board complaint at <http://www.ueunion.org/campaigns/vallourec>.

The next time Vallourec’s consultant (aka union buster) offers you the facts at one of his special captive audience meetings, ask yourself if you are getting actual facts or simply propaganda to poison your view of the union. Better yet, ask him why he isn’t telling the whole story, and how much he is getting paid to tell us half truths. If he won’t tell you how much he is getting, or if his answer is less than six figures, he’s probably lying!



Questions & Answers

Will I lose my matrix bonus or year-end bonus if we vote union?

No, the law protects you. The National Labor Relations Act requires that the company maintain the status quo for wages and conditions while bargaining a union contract. That includes paying out regular bonuses. You can check this by calling the Labor Board in Cleveland at (216) 522-3715.

The union buster said dues would be \$100. Is he right?

No, he's lying again. Dues won't be even half that amount, and you don't pay anything until after your union contract is negotiated. UE dues are about two hours pay per month, or about \$40/month if your pay is \$20/hour.

Do we have to go on strike to get a contract?

No, 99% of contracts are settled without a strike. Vallourec has signed contracts with unions worldwide. There are many alternatives to striking, though the threat of a strike remains a powerful incentive for companies to settle. UE has one of the best records of any union when it comes to winning a first union contract.

What else isn't the union buster being truthful about?

A lot. He will say almost anything to frighten and confuse you. What he doesn't want to talk about is that more than 80,000 Vallourec workers have already formed unions to protect themselves, or that UE is a proud, effective, independent union with solid finances, a multi-million dollar strike fund and a



reputation as the most democratic union in the labor movement. Ask him if he will restore our pension, make our bonuses more dependable and transparent, eliminate second-tier wages, defend our seniority rights and guarantee there will be no discipline without just cause. If not, then we need to get it in writing in a union contract!