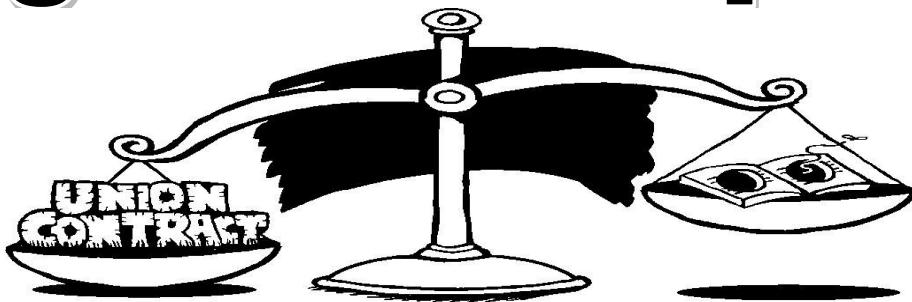


Weigh Your Options



UNION CONTRACT vs. HANDBOOK PROMISES

Union Contract

- A Union contract is a legally-binding agreement between the Company and the workers, enforceable in a court of law. The members adopt contract proposals, elect a bargaining committee, and vote to accept or reject any contract.
- All wage rates (such as the Sunday Premium), bonuses (such as the matrix), health insurance and retirement benefits, vacation time, holidays, hours of work, etc. are spelled out and cannot be changed during the life of the contract.
- Just Cause Employment. Management must have a valid reason for terminating employment.
- Seniority based Job Bidding. Winning job bids are determined based on seniority and skill.

Vallourec Handbook

- "The Company reserves the right to change any policy, custom or practice at any time without advanced notice or consultation with team members." From Vallourec Employee Handbook.
- Vallourec can cut, change, and or eliminate wage rates (such as the Sunday Premium), bonuses (such as the matrix), health insurance and retirement benefits, vacation time, holidays, hours of work, etc. at any time for any reason.
- At Will Employment. "The Company is free to terminate the employment relationship at any time, with or without reason." From employee handbook.
- Favoritism. Winning job bids (if the job is posted at all) are determined by the whims and prejudices of management.

If you have any other questions or to get involved, feel free to stop by during office hours (Monday—Friday 2-8pm) or contact us at 440-862-1295.
The Union office is located at 206 N State St in Girard.
Our next Union meeting will be Tuesday, January 7th from 2-8.
Stop by anytime before or after work.



Vote UE YES! Jan 21,22,23

Mark Your Calendars

Thursday January 9th & Friday January 10th

**UE Members from area locals will be available
at the Union office during office hours (2pm-8pm)
to answer questions that Vallourec employees may**

have about being a member of UE .

Stop by before or after work any time.

Bring a friend.



Vote UE YES! Jan 21,22,23