



What would the company's "MATRIX" plan do to our jobs & families?



"Without our union, you could lose your job in a second"

That's how Cleon McCarty summed-up his experience earlier this month that almost cost him and his buddy their jobs.

"Both of us have families that would have been really hurt if we lost our jobs," said Cleon, who's been at Borax for two years.

Cleon McCarty and Bryce Martinez usually work in the pit, but both were temporarily reassigned to Plant #9 in late October to help with shipping. A few weeks later, they made a mistake involving a safety procedure.

The company wanted to terminate both of them. But thanks to the unity and action that we've shown during the past few months, and discussions between the company and our union leaders, Borax decided it was best to put Cleon and Bryce back on the job.

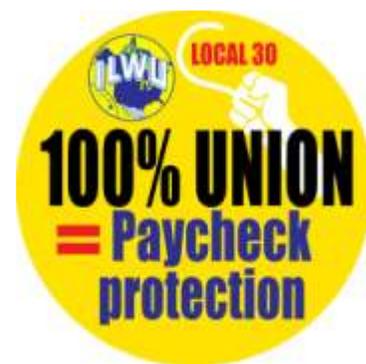
"We want to thank everyone in the union for their support, because it made all the difference for us," said Cleon.

The word "MATRIX" doesn't appear in our union contract, and for good reason.

It's the company's word for sweeping new powers that would let them pick and choose who gets job assignments, promotions, training, overtime, and more.

MATRIX would destroy our seniority system that protects us from discrimination.

We work hard and help make Rio Tinto rich. In the first 6 months of this year, they made \$2.5 billion. They can afford to treat us with respect and follow fair rules that protect us from discrimination.



Show 'em we're united

Get our latest sticker from a Contract Action Team (CAT) volunteer and wear it proudly.

Let's stay strong and united to win a good contract at Borax

Check out our new website: www.boraxminers.com