

## **We're fighting the lockout to protect good jobs and secure a decent future for our families.**

The company's proposal would destroy our union, lower our living standards, and give Borax total control over every part of our jobs – including the right to demote us, cut our hours, and give away our jobs.

The company's proposal would wipe-out 40 years of progress made possible by our brothers and sisters who sacrificed and gave their blood and sweat to help us get this far. We owe it to them and our children to fight for what we have.

Here are just 16 examples of what company's contract offer would do to us:

1. The company would have the right to make you a part-time employee or fire you, at any time for any reason. Part time employees would have even fewer rights and practically no benefits.
2. The company would have the right to give away your work to an outside contractor or give it to a part-time employee, or even to a supervisor – at any time, for any reason, or no reason.
3. The company would have the right to eliminate all “bidding” for jobs, promotions, transfers, shifts, training, overtime, and more. They would have the right to pick and choose their friends, or family members to do our jobs. They could discriminate and we could do nothing about it
4. The company would have the right to make at least 60 jobs “non-union.” Those employees could then be fired at anytime, for any reason, or no reason.
5. The company would have to right to make us work anytime they want, meaning we have no more days-off or regular shifts. They would be free to constantly change our schedules.
6. The company would have the right to convert Borax from a “union-shop” to a place where they could hire only employees who refuse to pay union dues in order to weaken and kill our union.

7. The company would have the right to force us to work overtime, and fire us if we can't or refuse. The Equalization Board would disappear forever. Supervisors would decide all of our schedules.
8. The company would take away our right to a court hearing before a judge or jury if they violate any state or federal laws. We would lose our right to sue and only be allowed to use arbitration.
9. The company would have the right to make our union pay all legal fees and expenses if an employee loses a lawsuit or arbitration claim against Borax.
10. The company would have the right to reduce an employee's pay if a court or arbitrator rules in the company's favor.
11. The company would have the right to prevent us from taking any vacation time unless all our requests are submitted by November 1<sup>st</sup> of each year; no more "emergency vacation."
12. The company would cut one of our existing holidays, and another would be paid at a lower rate.
13. The company would reduce our accumulated sick leave to just 5 days, with no carryover. Hours banked to date would be reduced by 50% and only paid at 60%.
14. The company would have the right to eliminate all work rules.
15. The company would have the right to cut our pension payments by 25% for current employees, and ban new employees from having any pension with guaranteed monthly payments.
16. The company would have the right to eliminate our long term disability coverage when we're injured and can't work.