

Power in numbers



The good turnout at our rally last week showed the company that we're united to win a good contract. Every area was well represented. New union members stood shoulder-to-shoulder with longtime veterans. The company was hoping that we'll fall for "divide and conquer" tactics, allowing them to weaken our contract. But that isn't happening. More people are involved and we're showing more unity – which means we're building more strength to win a good contract.

Hundreds have already signed the petition

When word got out that the company was trying to destroy our seniority protection in the contract, people were pissed. Seniority is the only thing that stops the company from "playing favorites" and discriminating when it comes to shifts, breaks, days-off, overtime, promotions, and more.

To sign the petition, ask the Contract Action Team volunteer from your area, or call the union office: 762-6151

Petition for Respect

Respect our work.
Honor our seniority.
Work with our union.

The work we do at Borax has helped make huge profits for Rio Tinto. Last year the company made more than \$10 billion in profit.


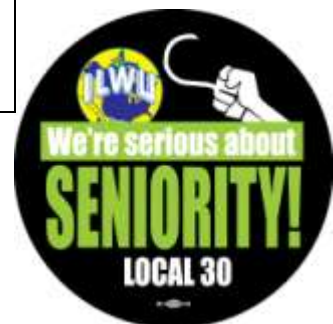
In return, we expect Rio Tinto to treat us fairly and to respect our union.

The company's proposal to destroy our seniority system is disrespectful and dangerous. It would let managers "pick-and-choose" or "play favorites" when it comes to assigning jobs, shifts, overtime, vacations, and other important decisions. It means that all of us would face discrimination – for any reason, or for no reason at all, and there would be nothing we could do about it.

Seniority prevents discrimination and abuse. Allowing discrimination in our mine by eliminating seniority isn't just unfair – it's insulting and disrespectful to everyone who works here.

We work hard and help make this company rich. In return, we expect the company to respect us, to work with our union, and honor the seniority system.

Sign name _____ Mine name _____ Department _____

We're staying strong and united to win a good contract at Borax.