



# R-U-MOR interested in the Truth

*A grapevine publication straight from the Human Resources Department of ABX Air, Inc.*

*April 2005*

**TO ALL EMPLOYEES**

## **WHAT EMPLOYEES MAY BE TALKING ABOUT**

Union organizers are going to start pushing employees to sign union authorization cards.

## **WHAT EMPLOYEES NEED TO KNOW**

In the next several days, you may be approached by a union organizer—or even one of your own co-workers—and asked to sign a union authorization card. They may tell you it's just to get you more information on the union or to just get an election. They may tell you anything just to get you to sign a card. But the truth is, there's a risk when you sign a card. It's like giving the union a signed, blank check or a power of attorney; and that risk is really unnecessary.

***Don't be misled.*** You need to know the facts about union authorization cards:

- Union authorization cards are legal documents, valid for one year from the date of signing.
- The card may state that you are requesting that union to represent you for all collective bargaining purposes. It says that you are turning over your collective bargaining rights to the officials of this union, people you never may have seen before. This card can obligate you to abide by the rules and regulations of the union's international constitution. The card will say absolutely nothing about higher wages or better benefits, and it will say nothing at all about any guarantees.
- What it does say is that when you sign this card, you are asking for membership in this union. That includes all the things that may go along with union membership, such as: initiation fees, monthly dues, assessments by the union to bring its financial situation into better shape, and fines for breaking the union's rules. According to the APWU organizers, average dues are \$9 to \$10 a week. That could add up to over \$500 dollars a year.
- And, by asking for your address and telephone number, the union is pretty much saying you will be hearing from them at home. It might be literature or bothersome phone calls at home. Or it might be annoying union pushers coming in person, trying to get more information about you, the company, and names and addresses of other employees who might sign cards.
- You have the right to refuse to sign a union authorization card.
- We strongly believe that remaining union free is in the best interests of you and ABX. A union could have a very detrimental impact on you, the company, and our customers. Signing a union authorization card is a very serious step to take, and in the coming weeks we will provide you with the facts about the APWU so you can make informed decisions.

At ABX, No Dues Are Required.