



# R-U-MOR interested in the Truth

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

April 12, 2005

TO ALL GROUND EMPLOYEES

## WHAT EMPLOYEES HAVE BEEN ASKING ABOUT

### **If the union were voted in at ABX, could I lose wages and benefits in collective bargaining?**

## WHAT EMPLOYEES NEED TO KNOW

Would you be interested in voting for a union and COLLECTIVE BARGAINING if it's going to mean **LESS** money and **FEWER** benefits? That is what could happen if a union were voted in at ABX. With the American Postal Workers' Union (APWU) as your collective bargaining agent, **ALL** wages and benefits would go on the bargaining table. **NO ONE**—not the union or management—can say for sure what **YOU COULD** end up with. **IT COULD BE MORE, THE SAME, OR LESS THAN WHAT YOU HAVE NOW.**

Most unions will tell employees that you can't lose anything if they are voted into a company. However, the United States Court of Appeals already has stated:

**"...the United States Government...can not guarantee employees that, if they unionize, the collective bargaining process starts from where you presently are in wages, insurance, pensions, profit sharing and all other conditions of employment."**

When deciding whether or not to support a union, please think carefully about the **RISKS YOU MIGHT BE TAKING:**

**NO UNION CAN GUARANTEE YOU STEADY WORK**

**NO UNION CAN GUARANTEE YOU GOOD WAGES**

**NO UNION CAN GUARANTEE YOU GOOD BENEFITS**

**NO UNION CAN GUARANTEE YOU ONE SINGLE PROMISE**

Here are examples of "benefits" the APWU negotiated in other private employer contracts, and all are **much less** than what ABX employees already enjoy.

...**"Five unpaid personal/sick days."**  
...**"Part-time employees are not eligible for Health and Welfare benefits."**  
...**"Part-time employees ineligible for paid bereavement leave."**  
...**"Part-time employees not eligible for holiday pay."**  
...**"Three weeks vacation after 8 years of employment."**  
...**"After one year of service, one day of paid sick leave per calendar year."**

**We believe the best way to protect you and your family, and our customer, is to stay union-free.**