



Pre Ratification Vote (May 3, 2025)

## Blood in the Water!



It appears that the company is in full PANIC mode! They are sending out multiple pieces of propaganda to our members. Depending on which lie you listen to, they offered us a 13.7% raise over 3 years according to "it's your business". Or, they are offering us an 18.6% raise according to their "Something for Everyone, Something for All" propaganda sheet that is being emailed out to our members or is being handed out directly by upper management. Here's the truth: In year 1, the GWI is 4%. Year 2 is 3.5% and year 3 is 3%. Now, let's do this math together:  $4+3.5+3=10.5\%$  over 3 years! Aside from that obvious lie, the VP of HR, Jill Vichi, is claiming that our members will be receiving an improved vacation schedule starting in 2026. Bull shit, if you have 25 or more years, you get nothing added to your vacation schedule. Then, we have those without a pension being severely short-changed by the company's weekly contribution into the 401k. Your Union proposed significant increases to the current "automatic contribution", the company rejected our proposal. They can do better. The pension freeze destroys our members who have a pension that now sunsets with no future value growth. Some members in the pension have another 30 years to go before they can retire and collect their pension. What will that frozen benefit be worth in 30 years?? Not much!!! Insurance costs??? Who knows, just trust the company. Job security improvements, there are none! On the bright side, the company is tipping their deceitful hand. They don't have the cards, so they are trying to play us with a Joker card!! Tomorrow, you get to hear the truth, and then, you get to decide. Don't fall for the propaganda that is being generated by corporate elites. Stay strong and vote tomorrow!!!

<https://tinyurl.com/38k9zyr3>

