

FOR YOUR OWN PROTECTION

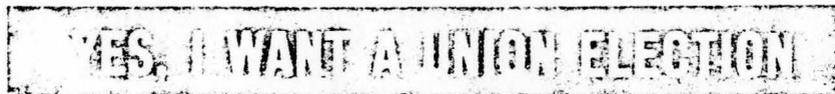
Please read the following notice carefully Implications of Signing A Union Authorization Card

The IAM is currently circulating cards among Shop employees for their signatures. These cards are different from those used in the past which requested a National Labor Relations Board conducted election. Some employees may be signing the new cards in the belief that in doing so they are only authorizing the IAM to request the NLRB to conduct a secret election. However, with the cards that are now being used the IAM might claim representation without an election.

Therefore, all employees are urged to read any card they are asked to sign carefully. If the card authorized the IAM to represent the signer, even if it also requests an NLRB election, an employee should realize that by signing it he may be authorizing the IAM to claim representation in the plant without an election.

The company feels that if a question of union representation arises, it should be decided, the democratic way, through a secret ballot election conducted by the National Labor Relations Board. Therefore, employees who are only interested in again having a secret NLRB election are urged to insist that any card that they sign simply requests an election. Employees who do not believe there is sufficient interest to warrant going through another election should not sign cards of any type.

USED PREVIOUSLY



I, the undersigned, an employee of

(Company) _____

hereby authorize the International Association of Machinists (IAM) to petition the National Labor Relations Board for an election as soon as possible. I authorize the IAM to act as my bargaining agent with the company for wages, hours and working conditions. It is my understanding that I will be invited to join should the IAM be elected to represent me.

NAME (print) _____ DATE _____

ADDRESS (print) _____ CITY _____

DEPT _____ SHIFT _____ PHONE _____

Classification _____

SIGN HERE

NOTE: This authorization to be SIGNED and DATED in EMPLOYEE'S OWN HAND-WRITING. YOUR RIGHT TO SIGN THIS CARD IS PROTECTED BY FEDERAL LAW.

NOW BEING USED



I, the undersigned, an employee of

(Company) _____

hereby authorize the International Association of Machinists (IAM) to act as my collective bargaining agent with the company for wages, hours and working conditions. It is my understanding that I will be invited to join the IAM.

NAME (print) _____ DATE _____

ADDRESS (print) _____ CITY _____

DEPT _____ SHIFT _____ PHONE _____

Classification _____

SIGN HERE

NOTE: This authorization to be SIGNED and DATED in EMPLOYEE'S OWN HAND-WRITING. YOUR RIGHT TO SIGN THIS CARD IS PROTECTED BY FEDERAL LAW.