

The Facts About Strikes . . .

FACT #1 The Company has the right to **permanently replace economic strikers**. In other words, if you are on strike, the Company can hire someone else to permanently replace you to do your job, or re-route freight through a different Service Center. At the end of the strike, the Company only has to bring back strikers to fill open positions – if any. The remaining strikers are put on a preferential recall list for possible job openings in the future.

FACT #2 The Company **does not have to pay for wages or Company benefits** to employees who are on strike or who are honoring a picket line. A strike, however, does not make your monthly bills go away (like rent, food, car, utility and medical bills).

FACT #3 Once you are on *strike* as a union member, **the union could fine you** for crossing the picket line or returning to work.

The bottom line is that **if you do not work, you do not get paid**. The union may make promises, but it **will not pay your bills** during a strike. While your bills mount, the union representatives continue to collect their own paychecks, benefits, allowances, and expense payments. **YOU ASSUME ALL THE RISK.**

Nobody knows for sure whether or not failed contract negotiations would end up in a strike. But, one thing is for sure: As long as Con-way Freight XBO remains union-free; you will never have to worry about a union-led strike!

Don't take a chance on a STRIKE!

VOTE

YES NO



**The Employees of
Con-way Freight XBO**

DESERVE TO KNOW!

**What can Teamsters, Local 449
GUARANTEE?**

Teamsters Local 449 MAY "PROMISE" YOU A LOT... BUT Local 449 PROMISES ARE SIMPLY WORDS!

BEFORE YOU VOTE ON December 19th, YOU SHOULD UNDERSTAND WHAT THE TEAMSTERS CAN **REALLY** GUARANTEE AND NOT JUST WHAT THEY MIGHT PROMISE YOU.

To find out for yourself, take this list of *GUARANTEES* to GEORGE HARRIGAN and KEVIN DRYSDALE or any other official of Local 449 and request a signature in order to make it an official document, between you and Teamsters, Local 449

**IF THE UNION FAILS TO PROVIDE
ANY GUARANTEES FOR YOUR FUTURE,**

YOUR DECISION WILL BE AN EASY ONE ...

VOTE NO!



December 4, 2014

Mr. George Harrigan
Secretary-Treasurer
Teamsters, Local 449
2175 William Street
Buffalo, New York 14206

Dear Mr. Harrigan:

On November 10, 2014 your union, Teamsters, Local 449, filed a petition to represent certain employees of Con-way Freight. We have heard that some of our employees believe that your union can guarantee them improvements and changes here in Buffalo.

I hope you agree with me that it is only fair if all voters know the truth about what your union really can and cannot guarantee that it can do for our Employees and that they should have this information before they vote in the election on December 19th.

That is why I hope you will take the time to review and sign the guarantees which are attached to this letter and that you will return them to my attention as soon as possible. Once I receive your responses, I will post them in an area where all employees will be able to see them.

I will also request that you not try to mislead our employees by avoiding the questions or asking the company to provide any guarantees, because as you know, the law would prohibit us from doing so.

Furthermore, I hope you won't use the old union trick of calling for a "debate" since, once again, you know that the law would limit what Con-way could say to its employees about our plans for the future, while you would be free to make any promises you want, even though you know that your union does not have the ability to guarantee any of these promises.

Mr. Harrigan, it is time for you to be honest with our employees and that is why all of us at Con-way Freight will be waiting for your response.

Cordially,

A handwritten signature in cursive script that reads "Brett Thompson".

Brett Thompson
Service Center Manager

QUESTIONS TO THE TEAMSTERS, LOCAL 449
SECRETARY-TREASURER

YES **NO**

If Teamsters Local 449 wins the election...

1. Can **Teamsters Local 449** (hereinafter referred to as the *Union*), GUARANTEE that as a result of the first contract it negotiates, **Con-way Freight XBO Employees represented by the Union** (hereinafter referred to as the *Employees*), will get a pay increase? _____

If so, how much? \$ _____ When? _____

2. Can the *Union* GUARANTEE that as a result of the first contract it negotiates, *Employees* will get benefit improvements? _____

If so, please indicate what improvements will be made:

3. Can the *Union* GUARANTEE that no *Employees* will ever be accused of violating a Union rule, put on trial, suspended, expelled, fined or disciplined by the *Union* for violating the Teamsters International Constitution or the Local By-Laws of the *Union*? _____

4. Can the *Union* GUARANTEE that as a result of the first contract it negotiates with Con-way Freight (hereinafter referred to as *Employer*), *Employees* will not lose any of their current benefits, nor will they have any wage reduction as a result of negotiations with the *Employer*? _____

5. Can the *Union* GUARANTEE that it will force the *Employer* to eliminate or modify Company expenditures deemed undesirable by employees? _____

6. Can the *Union* GUARANTEE that it will get a signed contract with the *Employer*? _____

If so, when? _____

7. Can the *Union* GUARANTEE that there will never be a strike against the *Employer*? _____