

## PROTEC YOUR FUTURE AT NCR BY SIGNING AN IBEW AUTHORIZATION CARD

“Fool me once shame on you fool me twice shame on me” continue to try to fool me...

Time to organize!

As a group expressing outrage at once again being taken advantage of we have demonstrated the primary function of a union; coming together for a common purpose; achieving fairness in the workplace.

Due to our decision to organize NCR management has retreated on the issue of the “Commuter Value Deduction”. Management had chosen a method of calculation at the cost of approximately \$1200.00 per year for each of the 2500 CE’s in the US. This cost shifting would have put \$2.5 million of your dollars in NCR’s pocket... per year! However, *suddenly*, NCR has arrived at another calculation method which will now cost you \$206.00 per year? So only after we contacted IBEW seeking representation did NCR take a serious “second look”. Who knows we may not be liable for any payment!?... Just like it has always been.

### NCR MANAGEMENT CANNOT BE TRUSTED TO DO THE RIGHT THING

The original email communication dated January 7<sup>th</sup> 2014, proves *NCR’s Leadership & Management CANNOT BE TRUSTED* to serve your best interest. It’s right there in your inbox!

- 1) All the communications from NCR Leadership & Management to this point has been that it’s out of NCR’s control and the “Commuter Value Deduction” was only “**To ensure compliance with the IRS Code...**”
- 2) NCR’s responses to the calculation method have always been addressed as “**It is the least costly option for the employee.**”

### WITHOUT A UNION CONTRACT NOTHING KEEPS NCR FROM CHANGING THE CALCULATION METHOD NEXT YEAR.

NCR management would never have retreated if not for our efforts to become IBEW members. Everyone who has been through an organizing campaign knows that without a union NCR will continue to whittle away at our jobs roles trying to reduce cost. Many of the good things about being a Virtual Employee and Customer Engineer can change tomorrow without a voice (union representation). By having union representation NCR management has to discuss changes in policy, and the Customer Engineers need to collectively agree to implement the changes. Without a contract changes can and have been implemented overnight that can radically impact you and your family’s’ finances and our job roles.

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Imagine what could be accomplished if we had the legal standing as a group to deal with the many issues that arise between management and workers. Changes in overtime rules, shifts, wages and bonuses, health care costs, pension's etc.etc. would all be subject to negotiation. Together we can bring about change. NCR management has proven time and again that change is necessary.

The goal of every organizing effort should be to create a partnership with management and work together to bring the company to its full potential and for EVERYONE to share in the success that our joint efforts will bring. NCR once enjoyed a successful history of just such a partnership where everyone was treated fairly. Together we can restore that reputation.

You have a voice and if we exercise it together we will be heard.

**Only when you sign a card will we be able to get an election and then address these issues!**

**IBEW the Right Choice!**