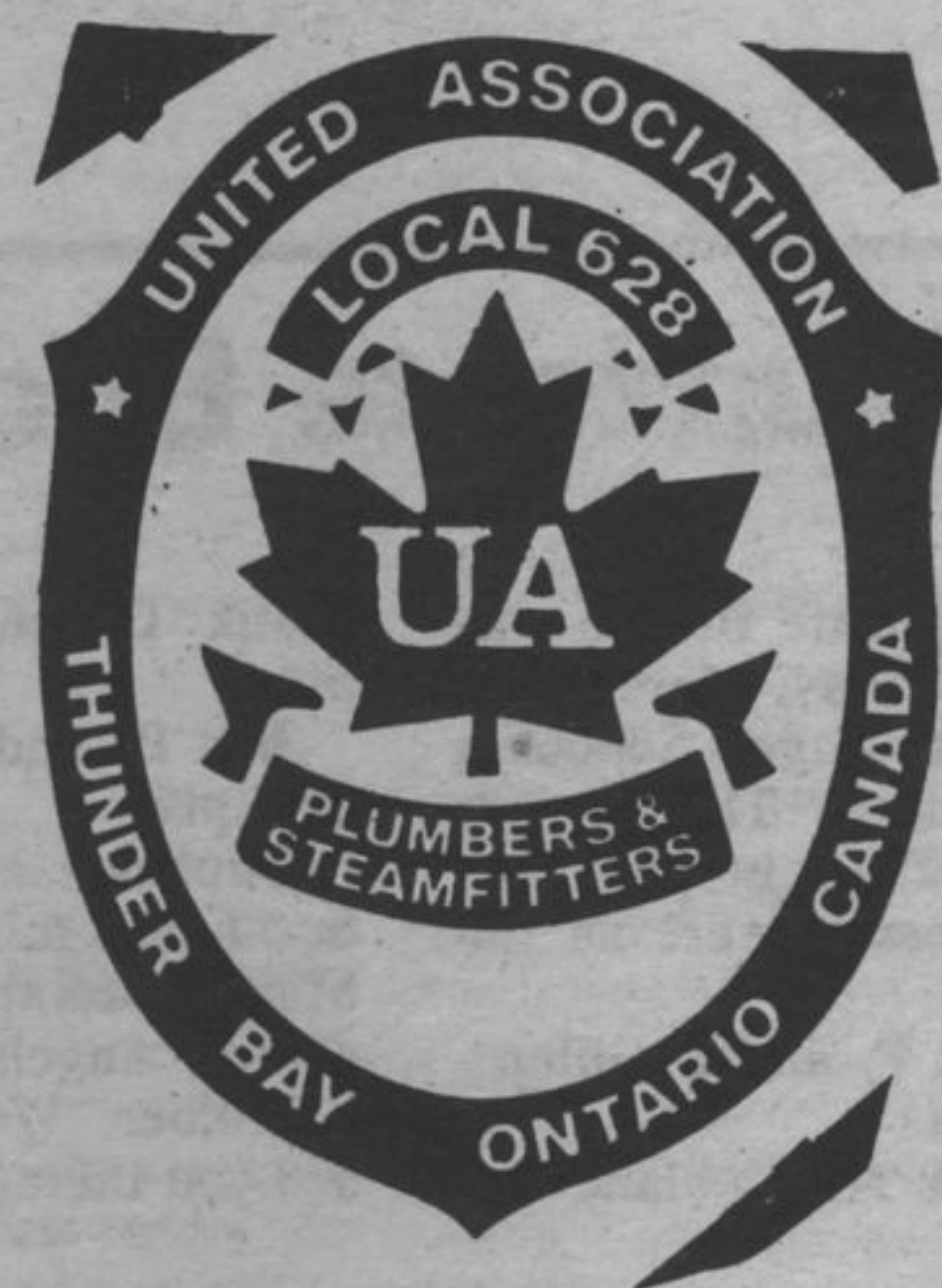




TO: All Members of the U.P.I.U. working at the Kimberly-Clark Mill in Terrace Bay, Ontario



- We are the United Association
- We are presently attempting to displace the U.P.I.U. at your mill.
- We wish to put to rest all of the rumours circulating around the mill.
- The United Association has been chartered since 1896.
- The United Association Membership throughout Canada enjoys the highest Standard of Living of any group of workers in this country.
- The United Association membership consists of much more than Plumbers and Steamfitters in the construction industry, with Local Unions in all sectors of the economy.

QUESTION: How much Union dues would the United Association charge?

ANSWER: At present, Union dues in the Industrial sector of the United Association average about \$16⁰⁰ per month

QUESTION: the United Association, construction sector went on strike would this mill be affected?

ANSWER: The great gains made by the United Association for its members over the last 50 years, have been the result of difficult labour struggles, wise policies and occasional strikes. If the United Association construction sector strikes, the Ontario Labour Relations Act would prohibit picket lines at industrial sites, including your Mill. Strike assessments, pursuant to the Laws of this Province, can only be used for the benefit of the group assessed. The membership in this mill will never have to subsidize a strike elsewhere.

QUESTION: Does the United Association consist only of Tradesmen?

ANSWER: The United Association has a very broad industrial base, representing in-plant forces across this country.

QUESTION: What does the United Association know about making Pulp?

ANSWER: Quite a bit, but let's not beg the Question. The employees in the plant obviously know quite a bit about making pulp. They will run the Local to be set up. They and their elected representatives will control their affairs.

QUESTION: What can the U.P.I.U. do to you if you sign up with the United Association?

ANSWER: absolutely nothing! Your jobs are protected by the Labour Laws of this province. Your right to freedom of Association is even better protected. We are attempting to qualify for a vote to allow you, the members, to decide just who you want to represent you in the workplace. This vote will be conducted by the Ontario Labour Relations Board. Your rights are protected and the United Association intends to protect your future. In the Near future we will be holding a series of meetings in Terrace Bay to explain our position, we hope you will attend. In the meantime, we hope that you will not forget that you have only been getting one side of the story.

QUESTION: Will the United Association be able to bargain a new Collective Agreement with Kimberly-Clark?

ANSWER: The United Association has already formed a bargaining Committee composed of **your** people to prepare a Collective bargaining agenda. We will be seeking your input.