

## What Does 'At Will' Mean?

IT MEANS.....YOU DON'T ENJOY THE PROTECTION OF A UNION CONTRACT!

IN FACT.....***Insert state* STATE LAWS**.....SAY THAT WITHOUT A UNION CONTRACT, EMPLOYERS MAY DISCHARGE AN EMPLOYEE WITHOUT CAUSE AND FOR ANY REASON. YOUR BENEFITS CAN BE CHANGED, OR ELIMINATED, YOUR WORKING CONDITIONS CAN BE CHANGED AT ANY TIME. IN OTHER WORDS YOU DO NOT HAVE ANY RIGHTS.

IT'S LIKE THE SPIDER TELLING THE FLY TO COME INTO MY WEB AND EVERYTHING WILL BE OK. THEN THE SPIDER SAYS, "GOT YOU NOW."

WHY TAKE A CHANCE WITH YOUR EMPLOYER?

**HOW MANY EMPLOYEES HAVE YOU SEEN LEAVE Company Name IN THE PAST 3 YEARS?**

**YES. A LOT**.....REMEMBER, YOU ARE AN AT WILL EMPLOYEE UNDER THE ***Insert state* STATE LAWS**. THERE ARE NO GUARANTEES WITHOUT A UNION CONTRACT.

DO YOU WANT TO GAMBLE WITH YOUR FUTURE?

AN IBEW® CONTRACT IS A BARGAIN FOR THE PROTECTION AND BENEFITS YOU RECEIVE.

YOU HAVE SEEN WHAT YOU CAN EXPECT COUNTING ON THE GENEROSITY OF **Company Name** MANAGEMENT. THEY GET THE CAKE, YOU GET THE CRUMBS! (If you're lucky)

DON'T LET THE COMPANY AND THEIR HIGH PRICED ANTI-UNION CONSULTANTS SELL YOU A BOTTLE OF SNAKE OIL.

**BE SAFE! NOT SORRY!**

