

# DON'T BE FOOLED!

What Optical management is telling us:

*"NO LIE, we're giving you a bonus even though we don't have to.  
We'll let you know the amount in a couple of weeks."*

What Optical management **ISN'T** telling us:

- They already know how much NUHW Optical Lab employees are getting because it is exactly **ZERO**.
- And it would be **ZERO** even if they met their operating margin (i.e. made more profit) because they set the target goals so high that they are almost impossible to achieve
- Yet they set the target goals for Local 29 members at a more reasonable rate, so Local 29 lab employees **WILL** get a payout

Steve French, Joe Yuson, and Dean Kranenberg say they value us and our contributions. They sure have a funny way of showing it.

It's time for us to tell them to put their money where their mouths are. We need to demand they give us the same consideration as they do our Local 29 co-workers and make sure every lab employee receives a bonus..

Stewards will be talking to each of you to get your commitment to take one or more of the following actions to show management we are united and demand to be treated fairly:

- Call Joe Yuson on his cell phone at (925) 642-4939 and leave a message telling him how enraged you are that the Turn Around Time goal for L.29 is 4.75 days and for NUHW is 3.5 days
- E-mail all three of these managers and tell them they need to give the lab employees a bonus, the same as L.29. (Branch employees can do this in support)
- Go together with your co-workers and a steward on your break or lunch and visit Joe or Dean or Steve in his office and tell him in person we will no longer tolerate disrespect from management
- At your start-up meeting, press your supervisor to have one of the three top managers come and explain why management is treating us like second class citizens

In addition to these possible actions, we should all wear red every day until management starts treating us fairly. If we all act together, we can make management listen.

