

# Industrial & Allied Workers Local Union No. 101

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AFFILIATED WITH THE  
INTERNATIONAL BROTHERHOOD OF TEAMSTERS



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## URGENT NOTICE TO ALL TEAMSTER LOCAL 101 MEMBERS:

Management has decided to bring in "SHADOWS". These individuals will be Honeywell Salary people who may be employees of the local plants as well as employees of other Honeywell sites. These individuals will be used to shadow you while you work. They will watch you perform your daily duties. The Company admits that these people are here to learn your jobs in case of a work stoppage come May 15, 2011. The Company says it is preparing to continue operations at both sites if there is a work stoppage.

Could management really be this **clueless** about the **skill level of many of our jobs**? Everyone in this Union knows there is no way someone can run a gel line in Spectra or a control board in the Boiler House, or any other job that we do, safely and correctly by simply following you around for a few hours. **The arrogance and message of their plan is obvious: You are lowly "blue collar" workers whose jobs can be done by anyone without any formal training or experience.**

If a salary person "shadows" you, please do the following:

1. **DO NOT ENGAGE IN ANY CONVERSATION WITH THAT INDIVIDUAL. YOUR FOCUS NEEDS TO BE 100% ON DOING YOUR JOB WELL AND DOING IT SAFELY.**
2. **IF THE INDIVIDUAL WANTS TO TALK TO YOU OR ASK YOU A QUESTION, PLEASE REFER THEM TO YOUR FLS.**
3. **CONTINUE TO WORK SAFELY AND IGNORE THEM. IF THEY ATTEMPT TO PERFORM ANY OF YOUR WORK, REPORT IT TO A STEWARD AS SOON AS POSSIBLE.**
4. **IF YOU FEEL THE "SHADOW" IS DOING ANYTHING THAT PREVENTS YOU FROM PERFORMING THE JOB SAFELY, CEASE WORKING IMMEDIATELY SO AS NOT TO GET INJURED, NOTIFY YOUR FLS, ASK FOR A STEWARD, AND INVOKE ARTICLE 15-SECTION 6.**

**The Union is not advocating any illegal action**; we only want you to recognize what is happening and to continue to work safely and proficiently. **We must band together** – we must let management know **we demand respect** because **you have certainly earned it**. There will be more information to follow.

Fraternally yours,

  
Brian Hairfield  
President & Business Agent