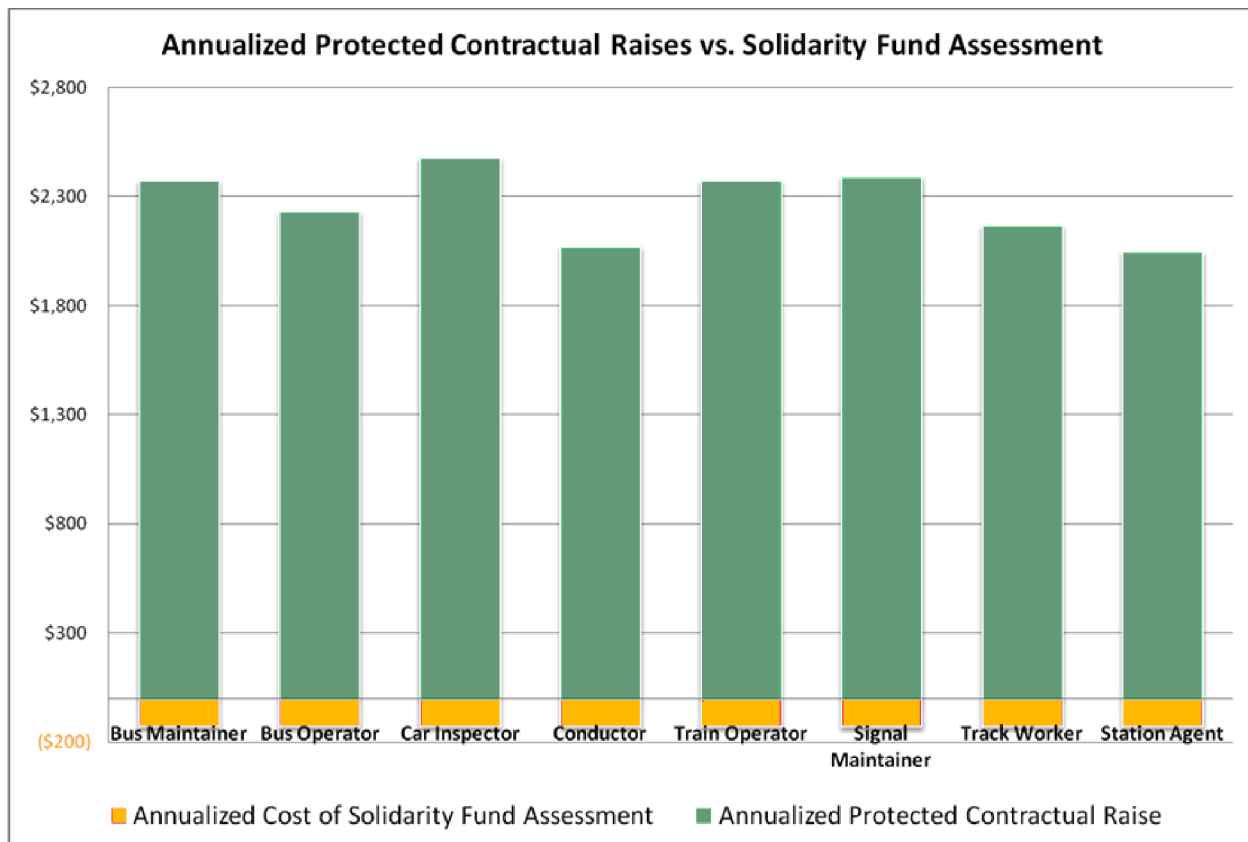




How Your Contractual Raise Compares to the Solidarity Fund Assessment

It's a fact: Over the next year, your contractual raises of 2% (October 16, 2010) and 3% (January 16, 2011), will pay you **eighteen times** the \$130 cost of the Solidarity Fund deductions you will pay. And we help over 900 laid-off members and their families avoid becoming destitute because of medical expenses they cannot cover.



Saying “NO” to opening up our contract saved your 3% raise. But it also made the Solidarity Fund necessary.