

MAC Construction & Excavating, Inc.
Ace Management Services, Inc.
W Transfer, Inc.
1908 Unruh Court, New Albany, IN 47150

With the changes in Washington recently, the unions are making a big push in an effort to make the Congress change the labor law to make union organizing much easier. Their primary initiative is the Employee Free Choice Act (some call it the Employee No Choice Act!), which would eliminate the secret ballot election so that the unions could unionize a company like MAC on the basis of signed authorization (union) cards alone. This would mean that in most instances there would be no secret ballot election to determine whether or not company employees want a union, as is now the case.

Why are the unions afraid of a fair secret ballot election conducted by the National Labor Relations Board (federal government)? Why? Because the unions want to be able to intimidate and lie to employees to get them to sign the union cards so they can organize companies like MAC more easily.

We do not know whether or not the unions will attempt to organize MAC but we do know that we make a very tempting target for them.

We want to make it very clear that we have been as successful as we have been because of our ability to work open shop (union-free) and it is our clear intent to do everything legally possible to remain open shop. This starts with you, the employees of MAC.

No union can ever organize MAC unless you allow it by signing these union authorization cards. Be very, very careful if you are solicited by the union and told to sign a card! If what the union is offering you seems too good to be true, it probably isn't true. Promises are cheap!

We want you to clearly understand the federal law allows employees the right to form, join or assist labor organizations (unions) ... and the law gives you the absolute right to refrain from any union organizing activity.

You do not have to communicate with these people. Just say NO!

This also means that if a union organizer or other union supporter is harassing you, you can report it to the National Labor Relations Board (NLRB), or to us, and the appropriate relief can be pursued through the proper legal channels. You may report any instances of this type to your supervisor or Vickie Haycraft, Human Resource Manager (and Preventive Labor Relations Coordinator). Her number is 812-941-5344.

Most of all, if you have questions ask us! The promises made to you by these organizers often may not be the truth and they are certainly not in any position to guarantee you anything pertaining to wages, hours, or working conditions.

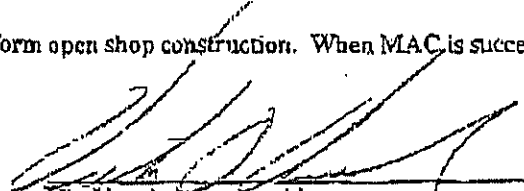
Finally, don't be fooled or tricked into signing one of these authorization cards by thinking you're just signing up for some club or something. Don't just go along to get along. Read the card carefully! If you read the card carefully you will probably see is a whole lot of words but most of them will be about giving up your rights to the union and many cards may follow you for years.

In the coming months we will be sharing much more information with you about union organizing. This is very serious business. Finally because it is so important, we want to repeat to you that we will fight any union-organizing attempt by all financial and legal means available to us.


MAC has been successful because of our ability to perform open shop construction. When MAC is successful you and your families are much better off.



Jeanne Unruh, President/CEO



Vic Unruh, Vice-President



Travis Unruh, Vice-President



Chad Unruh, Vice-President