

MEMO

TO: Fellow Co-Workers

**FROM: Your Fellow Co-Workers
IKEA Organizing Committee**

DATE: August 2010

Over the past several months IKEA management has hastily been making **temporary improvements** to prevent us from forming a Union. We would like to set the record straight on some of those issues:

1. **WAGES & BENEFITS**

We asked Teamsters Local 213 to conduct a **wage** review between Richmond and Coquitlam as we are not allowed to discuss our wages with co-workers. Teamsters Local 213's survey was based on sixty random examples and showed that 79% of Coquitlam co-workers are paid **less** than their equivalent role in the unionized Richmond store. In fact the average wage difference was **\$3.00 per hour**.

Just another reason IKEA Coquitlam management opposes us forming a Union – higher wages!

2. **SCHEDULES**

How long will the temporary new working methods to improve scheduling last as IKEA Coquitlam management knew about this and other issues over a year ago?

Why did they wait so long?

3. **PDI's**

PDI's now getting caught up, and up to date.

IKEA Coquitlam management knew about this issue for over a year and did nothing. Why?

As we go into the busiest time of the year we would like all of you to think of this.....***If management is willing to implement all these changes because they fear us forming a Union, just think of what we can accomplish when WE DO FORM A UNION!***

Thank you for your support.

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