

# **ATTENTION:**

## ***ALL MEMBERS WHO PAY THEIR UNON DUES***

**Local 434 is informing you of non-members working for signatory contractors. Free riders!!**

**Kirk Baneck - Working for Advantage Plumbing & Heating**

**Ben Grosskopf - Working for Advantage Plumbing & Heating**

**Clay Schmidt - Working for Advantage Plumbing & Heating**

**These non-members are enjoying the same wages, benefits, training & contract language as you, but are NOT paying union dues to support it.**