

## Capital Vault Incorporated

### **Union vs. non-union, that is the question.**

We must agree on how to build great things together. This is not an anti-union organization. We acknowledge the problems associated with foreign and domestic controlled unions, divided personnel, philosophy and conflict of allegiance, union problems on national security and defence projects, suppression of creativity, personal genius and capability, anti-suggestion box, don't go too fast, anti-individualism, anti-free enterprise, who cares-the boss is rich, throwing a wrench in the machinery, slacker mentality and work ethic, you can't do anything about it, you are too smart for us, your services are terminated because...

Also, employment agencies that have little or no credibility, that offer a shield or level of protection to larger organizations, may seem like a good idea fundamentally, but can cause considerable damage to image, brand, company reputation and asset value of an organization when people find out the truth. Some of these entities or agencies forward considerable paperwork and mechanics of 'being proper' but in reality, abuse people or treat them with a lack of respect, honesty and integrity and are simply misleading or not truly informing the reality of the situation. How many people from an entrepreneurial private enterprise background are shocked within the first week of their new union job, if not fired or terminated due to their innovation, expertise, problem solving ability, speed, precision and safe way of doing things. How many companies must deal with unionized juvenile delinquents with no work ethic or sense of civility running around with political agendas, scheming and other dysfunctional and unproductive characteristics. Hell, you can get that without a union. Equal opportunity employment? Start your own company, let's see how smart and competent you are now eh?

Beyond that, organizations and people that think they know everything often like to invalidate the excellence, skill and ability of others from lack of paperwork, certification or simply being an outsider or 'invader'. This happens more than most people think or believe and can cause considerable distress to the more enlightened and gifted people who have already exceeded the "That's the way we have always done it here, or that's the way we do it here approach" that has been rendered obsolete over twenty years ago or more with greater speed, precision, safety, productivity and profitability. Difficulties with political agendas at work, lack of appreciation for people with dreams, ambition, vision and an industrious work ethic, true values and a conscience, discrimination against straight white Canadians and blah, blah, blah are other realities we acknowledge and are aware of. It is a wonder anything gets done in this country.

We do not believe in or practice the action of using federal or provincial pension funds to invest in foreign countries dedicated to liquidate our industries, steal or jobs, technology and put us out of work, or excluding investments in free enterprise at the cost of the economy, or the exclusion of free enterprise on construction projects that may be financed in whole or in part from those funds. Knowing this can work both ways and results in either nation building that is inclusive, visionary, productive and profitable, with challenge and reward that everyone can take pride in, or not.

Our awareness and honesty with clients, members and business associates is essential and beneficial in these endeavours. Our intel and value system may be different to a considerable degree. Anyone that is aware of "yield to the party line" or your job and career is at risk if you don't do it this way...will probably understand. People with conscience and character is essential if we are to build great things together. In the end, we must be able to do the math, get the work done, create jobs, technology, products and services that make a valuable and lasting contribution to our communities, industries and this country, or get left behind and made obsolete by the people who do with a more Made in Canada focus!

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Additionally, we are all for a bigger paycheque, job security & less stress. Congratulations to those who have those union jobs and are happy with them. Our efforts are directed to more of the working share-owner profit sharing model that has built in asset protection and management, expense write off and other deductions enabled, not so much massive tax or other extortion fees levied by union organizations. The union idea is not bad in itself, but misuse or having it utilized for economic or industrial warfare, sabotage, disruption, company liquidation, political agendas, class warfare, the many forms of annoying tactics that can be disruptive to an organization. People should not have excessive limitations placed on them for creativity, productivity, genius, any form of capital, merit, skill or capability.