

LET'S WORK TOGETHER

Each day we must focus on **ONE goal** – taking great care of our customers. The best way to do that is working directly together. Every day presents challenges. Working together prevents small issues from becoming big ones.

The National Labor Relations Board requires employers to notify employees of some rights provided by the National Labor Relations Act. While those rights are important, we want you to know about other rights you have as an employee.

You have the right to be treated as an individual...

Every one of our team members was chosen because of their unique abilities and skills. We see you as an individual with your own talents – not a seniority date.

You don't have to belong to a union...

The U.S. Supreme Court's Beck decision gives union members the right to withdraw from union membership and withhold payments for anything other than fees for actual representation. While the company does not encourage and cannot help you do this, you and your coworkers also have the right to ask for an election to remove the union security provision from your collective bargaining agreement (this would make union membership and fee payments your option). To learn more about your Beck rights or how to deauthorize a union security clause you can visit <http://NoMoreDues.com>

You have the right to get rid of your union...

Unions represent fewer employees than they ever have. Many unionized workers are asking why they continue to pay dues for representation they feel they can better provide for themselves. While the company does not encourage and cannot help you to decertify your union, you should be fully informed of your rights. To learn more about the right of decertification you can visit <http://HowToDecertify.com>

You have the right to know how your union spends your money...

As a union member you have the right to know how your union spends your union dues money. Ask them to provide a copy of their latest LM-2 form – if they don't provide it, let the Department of Labor know. You can reach them at 866-487-2365.

We strive every day to create a working environment where our employees are comfortable and willing to let us know what we can do to improve. We believe working together is the best way to serve your needs and the needs of our customers.



If you see something we can do to improve your experience or the experience of our customers please let any member of management know. We welcome and appreciate your input.