

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 us to notify you of some rights provided by the National Labor Relations Act. While those rights are important, we want you to know about other important 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 – and want to treat you that way.

You have the right to work directly with us...

We believe the challenges we face every day are best solved working directly together. This is the best way to make sure our customer needs are balanced with our goal to create a great work experience for you.

You have the right to oppose a union...

Unions are desperate for new members – they represent fewer employees than they ever have and they are spending millions each year to convince new people to join. But you have a right to oppose unionization. If you prefer being treated as an individual and not part of a “bargaining unit” let your coworkers know.

Be careful what you sign...

Your signature is the first commitment union organizers need to transform our direct relationship into a third-party negotiation. Union organizers may not give you the “full story” when asking you to sign a union card. A union card is a legal document and could obligate you to follow union rules or pay fees to the union. Keep your identity safe and get all the facts – and know how your signature will be used – before you sign anything.

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 a direct relationship 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.