

NOTICE TO EMPLOYEES

If a union were to decide it wanted to represent you and other employees of this Company, the union would be likely to petition the National Labor Relations Board ("NLRB") to hold an election among our employees to decide whether you wanted to be represented by that union. In order to get an election, the union would have to show the NLRB that at least 30% of the group of employees it wanted to include in the election supported the union. Unions often use what are usually called "authorization cards," signed by employees, to make that showing to the NLRB.

An "authorization card" is a card or paper with the Union's name and often its logo on the front and a place for you to sign the card. The size of the card may vary, but it is often about 3" x 5" or a little smaller. Some unions use larger cards. What is most important is the language that also appears on the card. The language may vary, but it will say something to the effect that the person signing the card supports the union, authorizes the union to represent him or her, and/or authorizes the union to use the card to get an election. For example, the following is the text of one union's authorization card:

"I hereby authorize [Union's Name] to represent me for the purpose of collective bargaining in matters of wages, hours, and other terms and conditions of employment, with my current employer, as well as all other employers for whom I may have worked in the past or for whom I may become employed after this date. This authorization applies to my employment at the employer's shop as well as on all present and future job sites."

The Company respects your rights under the National Labor Relations Act to join or support a union or to refrain from doing so and will not interfere with your choices in exercising those rights. Although the Company hopes you won't see a need or reason to sign an authorization card, choosing to sign or not to sign a union authorization card is your right.

However, you should be aware that signing an authorization card is an important decision that may affect you and your family in important ways. For that reason, we urge you not to sign a union authorization card without educating yourself on what it means and how it can be used by the union. Once you've signed the authorization card, the union can use it for purposes you might not have considered and without asking for your approval. Unless the card expressly says otherwise, the card will remain effective for at least a year.

If you have signed an authorization card and decide you want to withdraw your authorization, follow any instructions that might appear on the card for revoking or withdrawing it. In every case, we recommend that if you do decide to revoke an authorization card, you deliver a letter to the union, stating that you are revoking the authorization card effective immediately or on whatever date you want to make the revocation effective. Keep a copy of the letter.

Please feel free to ask _____ [*name a Company representative to handle these questions*], phone no. _____, e-mail _____, if you have questions.