

**YOU HAVE THE
RIGHT TO
JOIN A UNION...**

**IT'S
THE LAW!**

UFCW LOCAL 152
a VOICE for working America

**Got A Question?
Need More Information?
Call UFCW Local 152**

For A True Voice In The Workplace
1-888-JOIN 152

UFCW Local 152
is a diversified union representing workers in:
Food Processing, Food Canning, Manufacturing, Wholesale
Seafood Distributors, Retail Stores, Hotel & Restaurant
Supplies, Government, Public School Districts, Hospitals,
Nursing Homes, Barbers & Cosmetologists



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YOUR LEGAL RIGHTS

You have the legal right under Section 7 of the National Labor Relations Act to join or support a union and to:

- Attend meetings to discuss joining a union.
- Read, distribute and discuss union literature (as long as you do this in non-work areas during non-work times, such as breaks or lunch hours)
- Wear union buttons, t-shirts, stickers, hats or other items on the job.
- Ask other employees to support the Union.
- You cannot be fired, laid off or disciplined in any way for union support.

Secret Ballot Elections:

To establish a Union in a workplace, a majority of employees must express support for the Union. In most situations, the employees prove majority support through a secret ballot election conducted by the National Labor Relations Board.

"Good Faith" Bargaining:

After you win your election and it has been certified by the NLRB, your Employer is legally required to negotiate in "good faith" with the Union on a written contract covering wages, benefits, hours and other working conditions.

BUSINESS REPLY MAIL

FIRST-CLASS MAIL PERMIT NO 650 HAMMONTON NJ

POSTAGE WILL BE PAID BY ADDRESSEE

UNITED FOOD & COMMERCIAL WORKERS UNION LOCAL 152
ONE WHITE HORSE CENTRE
PO BOX 637
HAMMONTON NJ 08037-9937



NO POSTAGE
NECESSARY
IF MAILED
IN THE
UNITED STATES



FOLLOW THESE STEPS TO A UNION CONTRACT

Signing Cards

We must prove to the National Labor Relations Board (NLRB) that there is sufficient interest among the employees to have an election. The Board requires that at least 30 percent of the employees sign "Representation Cards" before it will begin the election process.

Please Note

Signing a card does NOT make you a member! Signing a card does NOT mean you pay dues! These cards are NOT seen by your Employer!

File Petition

When a majority of employees have signed cards, we will file a petition with the NLRB requesting that it take steps to conduct a secret ballot election to be held in your workplace. When we file the petition, we will specify which groups of employees we feel should be included in the vote.

NLRB Hearing

If your Employer does not agree with the "unit" we have requested, it may ask that the Board conduct a hearing and determine which employees would be allowed to vote in the election.

Election

The NLRB will conduct a secret ballot election in your workplace. Management is not allowed near the voting area and **you do not put your name on the ballot.** When the election is

over, the Board will count the ballots. If the union has received a majority of the votes, **your Employer will be required by law to bargain a contract in good faith.**

Questionnaires

Each employee will have the opportunity to contribute ideas for the contract. **Your voice will decide which issues should be addressed (wages, benefits, pension, dignity & respect, etc.).**

Negotiations

Some of your fellow employees will serve on the Negotiating Committee and sit at the bargaining table with the Union's professional negotiator. You will be taking an active part in the bargaining process.

Vote on Contract

When the contract has been negotiated, YOU will vote whether to accept it or not. **Only after you have voted to accept a contract** will you become a union member.



Vote For A Voice, Dignity & Respect On The Job

PURPOSE OF REPRESENTATION CARDS

What The Cards Does:

- It shows the level of interest and support for UFCW Local 152 among eligible employees.
- It gives UFCW Local 152 the information needed to communicate effectively with eligible employees throughout the campaign.
- And most importantly, it allows UFCW Local 152 to petition for a representation election for eligible employees. By law, we need a minimum of thirty percent (30%) of eligible employees to sign cards before we can petition for an election.

What The Card Does Not Do:

- It does not make you a member of the union.
- It does not obligate you to pay dues.

Remember:

- Signed Representation Cards are kept strictly confidential.
- Without enough signed Representation Cards, there will be no election and you will have no chance for representation.
- Return your signed Representation Card to a representative of UFCW Local 152 or by mail as soon as possible.

UNION FOOD & COMMERCIAL WORKERS UNION, LOCAL 152 REPRESENTATION CARD

I want the United Food & Commercial Workers International Union or its chartered Local Union(s) to be my voice on the job and represent me to obtain better wages, benefits and working conditions.

SIGNATURE _____

NAME (please print) _____

DATE _____

STREET ADDRESS _____

CITY _____

STATE _____ ZIP CODE _____

HOME PHONE # _____

CELL # _____

E-MAIL ADDRESS _____

JOB TITLE _____

WORK LOCATION _____

WORK PHONE NUMBER _____

SHIFT _____

1st 2nd 3rd
(Please Circle One)

DEPARTMENT _____

DAY OFF _____

BEST TIME TO BE CONTACTED: _____

WOULD YOU PARTICIPATE IN AN ORGANIZING COMMITTEE? YES _____ NO _____

