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.

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 Canners, Manufacturing, Wholesale Seafood Distributors, Retail Stores, Hotel & Restaurant Supplies, Government, Public School Districts, Hospitals, Nursing Homes, Barbers & Cosmetologists

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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 scored 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 negotiators. 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.