

DISCLAIMER: This form may not be appropriate for all situations and should be modified as needed to address specific circumstances. If you have any questions about appropriate revisions for a particular situation (for example, to address Beck rights, strikes or other forms of concerted activity or to focus on card signing where organizing activity is suspected), please contact the Ogletree Deakins lawyer with whom you normally work or the Client Services Department at 866-287-2576 or via email at clientservices@ogletreedeakins.com.

YOU HAVE A CHOICE

More Information about Your Rights under The National Labor Relations Act

As a result of a new rule implemented by the National Labor Relations Board, most employers have to post the Employee Rights poster, which now appears [*on our bulletin boards and/or website*] along with other information about federal and state laws. You can read the notice and see what it says, but we think it's important for you to learn and understand **all** of your rights under the National Labor Relations Act.

For example, while the Employee Rights notice says employees have the right to form, join or assist labor unions, the law also is very clear that **you have the right NOT to form, join or assist labor unions**. In addition, you have the absolute right to say **NO** if someone asks you to support union organizing activity or asks you to sign a union card or petition. Finally, if you oppose unionization, you have the same right to express that opinion to your co-workers as anyone does otherwise. The choice is yours. We just want to make sure you get all the facts about unions, union organizing, and collective bargaining before making any decision.

We do not believe a union is in your best interest or in the best interest of our business. Instead, we think our greatest chance to secure a good future for all of us is to be and remain union-free. Our success will be decided by economics – by our ability to be and remain competitive, by the quality of our work [*products*] and by how well we respond to our customers' needs. We are concerned that a union may impede our ability to operate in a competitive and economically healthy manner.

Right now, we can and do engage in direct and open communication with you, without the interference of a third-party (such as a union). We think working together is the best way for us to address workplace issues. That could change with a union and that is why we are so strongly opposed to having a union in our company. [*Alternate sentence: Where our employees have chosen to be represented by a union, we respect their decision and continue to meet our obligations under the law, but we strongly believe we don't need a union here.*]

If you have any questions about this important issue that may affect your work life and your future, please don't hesitate to ask your supervisor, manager, or any member of management or human resources. We will make sure your questions are answered and you get the accurate information you need to be fully informed.

Thank you for your consideration and support.