

# MAKING INFORMED DECISIONS

## Understanding a Union Election: Rights and Rules

There are federal rights and rules that apply once a petition has been filed with the National Labor Relations Board (NLRB). These rights and rules apply to both the company and union and are important for all staff to know, as they remain critical during the election process. Staff also have rights that are equally important for you to be aware of.

- **New Seasons:** The law protects the right of the company to talk to staff about unions and the union election. However, there are limitations on what we can say and do.
- For example, New Seasons cannot make promises like higher wages or different benefits or changes to store operations to try and get staff members to vote against union representation. The company also can't threaten employees, discriminate, or take other illegal action against a staff member because of union support or activity (which we would never do, even if it wasn't the law).
- **The Union:** Unlike the limitations imposed on the company, the union *can* say or make promises to try and get your vote during the campaign, even though they cannot guarantee delivering on those promises. This might seem unfair, but it is the law, and it is why we encourage all staff to be informed and educated voters.
- Unlike a company, a union has no authority to make good on its promises when it comes to wages, benefits, or other working conditions. A union's promises during an election sometimes become proposals at the bargaining table for discussion between the company and union. But the union cannot make the company agree to a specific proposal or make the company compromise if the company determines that the specific proposal is not in the best interests of the company, staff or customers.
- For example, if the company promised a wage increase, it could make that come true. On the other hand, if the union promises a wage increase, it would have no power to grant or guarantee that increase, it can only ask the company to give a wage increase at the bargaining table, which the company could agree or not agree to do.
- **Staff Members:** You have the protected right to choose or decline union representation in the upcoming vote. You also have the protected right to express your opinion about the upcoming vote. Whether you support or don't support it, you have the right to talk to co-workers, including those who were union members at another employer, and express your views. You also have the protected right to talk to us about the election, ask questions, ask for information, or ask if what you are hearing from others is correct. And, you have the protected right to do all of this without being subjected to harassment, intimidation, or retaliation from co-workers, the union or the company.

**All of this information can be verified by the National Labor Relations Board (NLRB) or on the agency's website: <http://www.nlr.gov/>.** Again, you also have the right to ask us any questions and we will always take the time to discuss further with you.

