



# ADDITIONAL EMPLOYEE AND EMPLOYERS' RIGHTS

## UNDER THE NATIONAL LABOR RELATIONS ACT

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The National Labor Relations Act (NLRA) does not prohibit an employer's right to express its views on unionization when answering questions or making statements about the union, its supporters, or its campaign communications.

It is worth noting that the National Labor Relations Act (NLRA) protects non-union employees from being forced or otherwise coerced into joining a labor organization or engaging in collective bargaining.

The NLRA **guarantees the right of employees to refrain from** self-organizing, forming, joining, or assisting labor organizations. And, employees have the **right to refrain** from bargaining collectively through representatives of their own choosing, except to the extent that such right may be affected by an agreement requiring membership in a labor organization as a condition of employment as authorized in the NLRA.

### **Under the NLRA, it is permissible for employers to:**

- Describe to our employees the good features of working for our company, such as existing benefits, job security and steady work.
- Remind our employees that signing union authorization cards doesn't mean they must vote for the union.
- Inform our employees of the disadvantages of belonging to a union, such as the possibility of strikes, serving on picket lines, paying dues, fines and assessments.
- Express the hope that our employees vote against representation by any union.
- Inform our employees of any prior experience our managers and supervisors have had with unions and what facts we know about any particular union that's trying to organize our workforce.
- Tell our employees how our wages and benefits compare with other unionized and nonunionized companies with less desirable packages.
- Inform our employees that, insofar as their status with the company is concerned, they are free to join or not to join any organization they choose.

## **OUR UNION FREE PHILOSOPHY**

It is our belief that the individual relationship between employee and supervisor/manager provides the best climate for maximum development, teamwork and attainment of individual and company goals.

We are proud of the fact that we provide our employees with fair treatment, personal respect, good working conditions, competitive wages, an excellent benefits package and a culture based on respect and ethical standards.

We are committed to workplace policies that are enforced fairly and consistently. We have practices and procedures to help resolve problems. We know that employees may need to express their concerns, suggestions and comments to us so that we can understand each other better. You have that opportunity here. It is done on a more personal basis, without a third-party union interrupting the relationship between employees and management. You can and should speak for yourselves. We will listen. We believe that a climate of mutual trust is vital for effective working relationships, and that mutual trust requires direct, open communication. For that reason, we believe people should be able to deal with each other and their supervisor on a direct, individual basis, without interference by a third party such as a union representative.

It is our belief that the best way to keep our company a healthy organization is for all of us to work together as a team in a union-free environment

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*If you do not speak or understand English well, you may obtain a translation of this notice from the Company Human Resource Department.*

{00525118/1} **This is an official Company Notice and must not be defaced by anyone.**

This Union Free Philosophy is supported by the Manufacturers' Association Of South Central Pennsylvania | 160 Roosevelt Avenue, Suite 400 | York, PA [www.mascpa.org](http://www.mascpa.org)

September 2011