Union-free POLICY (Option 1)

ABC Company is a union‑free business. The Company and its representatives have had experience with unions, and it is our firm belief that a union is not in the best interest of any Company employee. We intend to remain union-free.

We want you to know of our union-free policy so that you can respect it. At the same time, we want you to know that the Company will continue to respect fully the rights of all employees under all laws, including federal and state labor laws.

**Benefits of the Policy**

• In our union-free company, you can have direct, open, personal dealings with your employer.

• In our union-free company, you can be treated as an individual.

• In our union-free company, you don’t have to join a union or pay union initiation fees or monthly union dues to keep your job.

• In our union-free company, you won’t lose wages and benefits during expensive union strikes.

• In our union‑free company, you won’t be permanently replaced during a union strike.

• In our union-free company, you won’t have union rules or union bosses.

• In our union-free company, you will have job security. Our customers deal with us because they can depend on us – we don’t have union strikes. In addition, we don’t have the costly inefficiencies of a union contract. This means that we are more competitive, which in turn means that you have a more secure job.

**Signing Cards**

If anyone ever asks you to sign any kind of card or petition, you should read it very carefully and be sure you fully understand what you are agreeing to do. The card may be a union card.

Never sign anything without first reading it carefully and fully understanding what you are getting into.

THiS ALTERNATIVE POLICy MAY BE LEGALLY DESIRABLE