Union-free POLICY (option 2)

**Statement on Unionism**

ABC Company is a union‑free company and, as such, employees may deal directly with management. It is not necessary for you to belong to any union in order to benefit from secure and profitable work with this company. Indeed, we believe that a union would serve only to hurt our profitability and thus our job security.

The level of wages and benefits depends ultimately on worker productivity, flexibility, and quality. In effect, we have good wages and benefits because we have productive and hard‑working employees. Unions can hold down production by narrow work classifications, silly grievances, strikes, and inflexibility.

It is our opinion that wherever there are unions, there also is trouble, strife, and discord and that a union would not work to our employees’ benefit, but to their serious harm. It is our positive intention to oppose unionism by every proper and lawful means.

If you should ever be approached by union representatives, we would appreciate your seeking advice, counsel, and information from your supervisor or the Human Resources Department on any question you may have on this subject.

THiS ALTERNATIVE POLICy MAY BE LEGALLY DESIRABLE