

It's Time for Change!

ELECT
RUSS BLUNDEN
UFCW Local 951 President

Your Rights as a Campaigning Union Member

Without you, the members, our movement wouldn't exist. The Campaign to Elect Russ Blunden UFCW Local 951 President appreciates any campaigning you do on the behalf of our movement. Our campaign appreciates all of your help and support, and we want you to know your rights.

While our movement is always open to various opinions and viewpoints, not all people are as tolerant. But those individuals should not deter you from having and expressing your opinions. Because campaigning can be, at times, challenging, The Campaign to Elect Russ Blunden UFCW Local 951 President has created a section outlining your rights as a campaigning union member. Most importantly, you are entitled to your beliefs and opinions.

When expressing your opinions about the upcoming government-supervised election, you should follow these basic guidelines: as a union member, you are allowed to campaign in your place of work while following your company's solicitation policy. Most company policies allow you to campaign in certain areas of your store (usually non-sales and non-work areas) while you are not working (non-work time). Non-work times usually include lunches and breaks. Some company policies do stipulate that any employees to whom you are soliciting must also be in non-sales/non-work areas on non-work time. If you have any questions about your company's solicitation policy, contact your first assistant. If you are acting within your company's solicitation policy, you cannot be threatened, disciplined or terminated for campaigning. You are entitled to a safe, comfortable and non-hostile working environment. Other employees cannot verbally or physically abuse or threaten you. *This treatment is against the law.*

If you feel that you are being threatened or treated unfairly by any store or union personnel, please contact The Campaign to Elect Russ Blunden. To preserve democracy and workers' rights, we would like to know when members are being treated unfairly or harassed.

Our goal is to have everyone's voice heard without worry of being threatened. If you do, however, feel you are being harassed in your workplace, we recommend that you record information about any incidents that occur and seek support from other union members. We also recommend that you inform your first supervisor.

All union members are urged to consult their company's harassment and solicitation policies. Again, we thank you for all your help and support, and we want you to remember that we can only take back our union if we work together.

Important: All union members must strictly follow your company's solicitation policy. Failing to do so may void the results of this upcoming government-supervised election.

If you have any questions or would like to report election violations, please contact The Campaign to Elect Russ Blunden UFCW Local 951 President

www.russblunden.com

Toll-free: 1-877-394-5124

Email: electrussblunden@comcast.net

Mailing Address: P.O. Box 165, Sterling Heights, MI 48311

* The above suggestions are not the advice or instructions of any legal counsel. If you feel legal consultation is warranted, you should immediately contact an attorney or law office.