



Frequently Asked Questions About Your Rights if there is a Strike

What if I want to work? Do I have to stand on a picket line if there is a strike?

This decision is entirely at an associate's discretion. All associates have the right to decide for themselves if they will continue working during a strike and whether to cross a picket line. This is not up to the company or the union. The choice is yours.

If a picket line appears at our store, can associates cross the picket line and work?

Yes. The choice to come to work or to honor a legal picket line is up to the associate.

Can the union fine associates for crossing a picket line?

Yes. If an associate is a union member when he or she chooses to cross the picket line, it is possible that the union could fine the associate for doing so. One way to avoid potential fines, charges or disciplinary action from the union for crossing a picket line is to resign from the union before crossing. It is important that you understand that the decision of whether to resign from the union is yours alone.

Can associates resign from the union to avoid potentially being fined?

Yes. To avoid potential fines from the union for crossing a picket line, associates have the legal right to resign from the union and continue to work. If an associate resigns from the union before crossing any picket line, and provides proper notice of resignation to the union, the union cannot fine the associate for crossing the picket line.

If I decide to strike and honor the picket line, what happens to my pay and benefits?

The decision to strike is entirely up to an associate. If an associate decides to go on strike, he/she would not be entitled to unemployment benefits. Under your collective bargaining agreement, the company is required to make contributions on your behalf for your health care and pension funds; however, contributions are only required on "hours worked." If there are no hours worked, there would be no contributions. There are no obligations under the agreement to make any other payments to the funds to maintain benefits during a labor dispute. Your health care and pension benefits could be at risk during an extended work stoppage.

What should I do if I want to resign from the union, so I can work during a strike without being fined?

To resign, you may provide a signed and dated notice of resignation to the union. You may deliver the notice to the union office in person, send it to the union by facsimile (fax) or mail it to the union (by certified mail or regular mail). If an associate provides the notice by facsimile or certified mail, he or she can obtain a confirmation of the union's receipt of the notice. An associate may wish to keep a copy of the notice, and of any confirmation of the union's receipt of it, for his or her records.

The notice does not have to be lengthy or detailed. It can simply identify the date and who you are, and state, for example: "I resign from the union effective immediately."

It is important that you understand that the decision to resign from the union is yours alone. The company can neither encourage nor discourage you in this decision. Nor can the union lawfully threaten you or prohibit you from resigning from the union if that is what you decide to do. The choice is yours.

When is resignation from the union effective?

If an associate hand delivers his or her notice to the union office, the resignation is effective immediately upon delivery. If the notice is sent by fax, the resignation is effective immediately upon confirmation that the transmission of the fax to the union's fax line is completed. If the notice is sent by mail (certified or regular), the resignation is effective at 12:01 a.m. on the day after the notice is postmarked.

Who should I contact if I have more questions about my rights?

Any questions that associates may have regarding rights under federal labor law may be directed to the National Labor Relations Board at www.nlrb.gov. The National Labor Relations Board is a neutral government agency responsible for administration and enforcement of the National Labor Relations Act.

We believe that the company has a duty to inform our associates of general rights under the law and we have attempted to do so. The choice to participate or not participate in a strike is the associate's and theirs alone.