

# Did You Know? Every Employee Has the Right to Campaign For or Against Unionization



**Express Your Opinion** for or against union representation.



**Distribute Information** in accordance with our Solicitation and Distribution Policy.



**Change Your Mind.** Even if you signed a union authorization card, you remain free to vote against the union. Whether you vote for or against the union is up to you – it does not matter whether you signed a card.

**If you would like more information, please contact your leader, Human Resources or any member of leadership.**