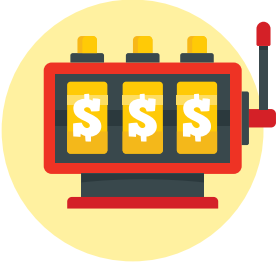


BEWARE UNION BUSTING

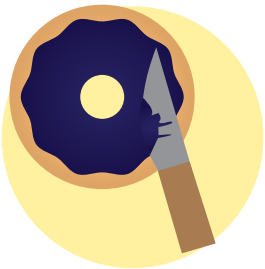
Now that workers at three different Step Up locations are claiming their power and officially voting on forming our union next month, management is pulling out all the stops to try to convince us to settle for less. Don't fall for it! Anti-union campaigns everywhere follow the same playbook.

WATCH OUT FOR COMMON UNION BUSTING TECHNIQUES



UNEXPECTED BONUSES

Things get real for management once workers file for an election, so they scramble to convince workers to give up their fight right before victory by conveniently announcing bonuses or other perks. *While bonuses are great, they shouldn't be arbitrarily dictated by the whims of management. We need a say!*



SMEARING UNIONS

Winning a union election takes power out of management's hands and puts it in ours, so they'll do everything they can to scare us about big, bad unions and their dues. Their sources for these scare sheets are often organizations that spend hundreds of millions opposing equal rights, environmental protections and economic justice. *We know better, "the union" isn't scary, we are the union!*



THREATENING TAKEBACKS

The strongest tool that unionized workers have is the ability to collectively bargain a fair contract that gives us a say in our wages, benefits and working conditions. *Management loves to say that "nothing is guaranteed," but your current benefits are protected under the NLRA and, when we win our election, you'll have your coworkers at the bargaining table by your side - along with all of the legal, research and negotiating resources of one of the largest unions in the country.*



MANDATORY ANTI-UNION MEETINGS

Management uses their control over our time to call meetings meant to convince us to give up organizing. They'll probably tell us about how they "support unions, but don't think a union is right for us." Unions are right for working people everywhere, which is why management is trying to stop us in the first place. *Know your rights - you're allowed to talk about union organizing at work - even in mandatory meetings.*