

Don't Be Misled by Union Falsehoods

Union supporters and organizers often spread propaganda and falsehoods when they are trying to get you to sign a union authorization card (electronic or paper) or a petition. As we have shared, labor law allows the union to share incorrect information, but the National Labor Relations Act (NLRA) holds employers to a much higher standard and must only share factual information.

We want to make sure you have complete and factual information because the decision to unionize is an important one that can have an impact on your career and our operations.



Falsehood: Luxfer has taken away benefits programs, such as PTO and incentives.

The Truth: This is absolutely not true. We replaced the Perfect Attendance bonus with a .7 percent pay increase that was given to all employees. This means the entire workforce received an increase because we know sometimes unscheduled time off is unavoidable. Two years ago, we replaced the production incentive plan with a larger increase. The average increase during this review cycle was over 5%. Pay increases help everyone because overtime, and future increases are based on a new rate of pay rather than the old one. This change came directly from employee feedback telling us that employees are more concerned about their take home pay.



Falsehood: Luxfer employees don't get "good raises" that help them.

The Truth: We offer market-competitive pay for your valuable contributions, and we regularly perform market assessments to make sure that we are competitive in order to retain and attract top people like you. Since 2022, we have increased wages each year from 3.20% to over 5%. In addition to this, from January 1, 2024, to January 1, 2026, we have promoted and given raises to 131 people, and also given merit increases to 56 people since July 1, 2025.

Pay increases are not the only things that we offer to help Luxfer employees and their families. Over the past three years, the company has worked hard to keep your healthcare costs stable. During this time, premiums for our HMO medical plan — which covers 82% of enrolled participants — has not increased at all with Luxfer absorbing all the cost increases of the plan. Dental premiums saw only minimal changes, rising by less than one dollar per month, and vision coverage remained unchanged. We're committed to managing costs responsibly while continuing to offer comprehensive, high-quality benefits for you and your families.



Falsehood: If you switch departments, you don't lose pay, but your M points go away and don't transfer.

The Truth: This is another popular falsehood that has been circulating by the union and its supporters. Your points don't expire and you keep your points if you transfer to another department. We developed the M Level program directly from employee feedback in the satisfaction survey. The M Level structure provides a path for skill advancement for employees and has a pay structure that rewards employees as they advance to new M Levels. Opportunities to progress through the M levels occur twice per year, providing regular and structured opportunities for advancement. Advancement through M Level 1 to M Level 3 are based upon an employee's ability to demonstrate their skill. We also encourage employees to continue to grow their career by applying for other positions we have throughout the facility that are considered M Level 4 and 5.



Falsehood: Handouts and information shared by your supervisors are just "propaganda" and "Union Busting" that you can't trust.

The Truth: This is a big misconception promoted by the union and its supporters. All employees should ask questions of all sides to ensure they have accurate information. Under federal law, employers are held to a higher standard than union organizers.¹ Luxfer is legally required to stick to the facts, and can't make promises to employees, can't make misleading statements, can't lie, and can't threaten negative outcomes if the union gets in. NLRB case law has repeatedly held that unions are the ones who are allowed to make misleading claims and make promises that they know they can't deliver on. In fact, the NLRB has called the union's campaign tactics, "mere pre-election propaganda."² We are committed to communicating honestly and openly, and hope employees will ask questions if they don't understand something, or it seems like they're getting different stories.

¹ National Labor Relations Act. Act; 29 U.S.C. §§ 151-169. <https://www.nlrb.gov/guidance/key-reference-materials/national-labor-relations-act>

² Shirlington Supermarket, Inc., 106 NLRB 666 (1953)



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