

You have rights when it comes to unions

Union organizers and supporters, including some of your co-workers, can be persistent and sometimes aggressive in trying to get you to support the union. This may cause distractions and make it difficult to focus on your work. The union and their supporters might make promises to you about what you might get from a union, but those promises are not guarantees.

The union might even contact you at home, call you on your cell phone, stop you in the parking lot, or approach you at a public place, asking questions about working at Luxfer. You don't have to speak with them!

You have the right to:



Refuse to sign a union authorization card or petition or other union materials, either paper or electronically



Not be bothered by union organizers while you are at work



Not talk with a union organizer if you're contacted at home or by phone, text, or social media



Tell the union organizers you are not interested



Refuse to go to union meetings



Inform your supervisor of any union behavior you feel is harassing



ZERO TOLERANCE

At Luxfer, your rights are our priority, and we have a zero-tolerance policy for bullying and harassment.

You can always talk to your supervisor or Human Resources about your legal rights.



For more information, scan the QR code or visit

luxfer.com

