

Your signature matters

Union cards, electronic authorization cards and/or union petitions look harmless, but they are legally binding.

A signed union authorization card or petition is a legal power of attorney authorizing a union to make decisions on your behalf.

Be cautious about sharing personal information and about what materials you sign, including "sign-in" sheets at union meetings. They also can be legally binding.



Obtaining your home address allows a union to make visits to your home at night or when you are not working—often without advance notice.

Obtaining an email address allows virtually constant access.

Your signature authorizes the union to be your exclusive representative.

Union Authorization Card

I authorize the Union to represent me in collective bargaining.

Name (print) _____

Address _____

City _____ State _____ Zip _____

Email _____ Phone: _____

Department _____ Shift: _____

Signature _____ Date _____

Petitions also contain similar wording.

Providing a phone number allows the union to intrude on your personal time.

A union may use this information to ask you to solicit cards from other employees in the same work area.

What is a union card (or "union authorization card") or petition?

A union card or petition is a legal document that can give a union the sole and exclusive right to speak and act on behalf of employees in all matters regarding wages, benefits, working conditions and other terms of employment..

Does signing a union card guarantee me better wages, better working conditions or better staffing?

No. Signing a card does not guarantee that you will get anything more or that issues will be resolved. Luxfer does not have to agree to union demands and there is no requirement that a labor contract agreement be reached.

Is there a difference in pay between Luxfer Riverside and the SCI business?

No, the pay bands and premiums for both groups are the same.

What are my rights if I don't want to sign a union card/petition?

Union organizers, and employees who support them, can be persistent and aggressive. You have the right not to be pressured to sign a union card – the choice is yours.

What is the company's point of view when it comes to unionization?

We respect the rights of our employees but do not believe having a union is in everyone's best interest. We prefer to talk directly with our employees and support their right to come talk directly to us.

Do I have to sign a union card or meeting sign-in sheet to get information about the union?

No. You should not be expected to sign a legally binding document or any other union materials just to get information. You can get more information about the union from reading other sources, talking with your leader, or Human Resources.

Why is my signature so important to the union, and what does the union do with signed authorization cards or petitions?

The union can do several things with a signed authorization card/petition.

1. The union may use this card to send you mail, to call you at home, text you or visit you at home.
2. If the union can get a majority of employees it wants to represent to sign (as little as 51 percent), the union can request recognition, and employees could be stuck with a union without a vote.



For more information, scan the QR code or visit

luxfer.com

