

# Teamsters

## Local Union No. 30



Affiliated with the  
International Brotherhood of Teamsters

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## **ATTENTION EMPLOYEES OF SEVEN SPRINGS RESORT**

This is an informational letter to set the record straight about Labor Unions and what it means to become a Union member.

You may have heard rumors that Unions cause employees to get fired and lose money. Unions ~~do not~~ fire employees - companies do. The fact is that without the protection of a Union contract, the Company has the right to fire you for any reason (except for illegal reasons such as trying to join a Union). The law gives YOU the right to decide if YOU want to change that. YOU have the right to be represented by a Labor Union to negotiate a collective bargaining agreement covering matters such as wages, seniority rights, protection against unjust discharge, protection against layoffs out of seniority, and other matters that concern you.

Remember that Unions are democratic organizations. The Union will help you only if a majority of the employees want the Union. The NLRB will conduct an election only if 30% of the employees sign confidential authorization cards. These cards will be given to the National Labor Relations Board who will keep them in strict confidence and will not reveal them or your names to the employer. The decision to sign these cards is up to YOU and only YOU. Do not let the Employer or anyone else coerce you or prevent you from exercising your legal rights. Ask yourself two questions: Why is it that Seven Springs does not want a Union to represent you? Is Seven Springs concerned about their best interests or yours?

Some of you received a letter in April from Seven Springs telling you about matching contributions starting on July 1, 2010 to your 401(k)s. That letter also talked about an additional personal day per year for employees. Keep in mind that these benefits are not guaranteed but can be taken away just as easily as they are granted by the Company without a Union contract. Non-union companies can grant

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Without a Union contract, you have very little protection. If you are happy with your current work situation and do not feel the need to have any input into your wages, job security or conditions of employment, then you may not need a Union. However, if you feel that it is time you had a voice in your workplace and some control over your terms and conditions of employment and want to know more about your rights as an employee, then contact Teamsters Local Union No. 30 at 724-527-1523. (Your calls will be kept in strict confidence).

Teamsters, Chauffeurs, Warehousemen and Helpers, Westmoreland County, Pennsylvania, excluding the Towns of Monessen, Belle Vernon, West Newton, Webster and New Kensington, Pennsylvania

*"Union Employees Make Competent Employees"*