

# IMPORTANT UPDATE

## *Your right to work during a strike*

**November 18, 2009**

In the wake of Local 1360's recent strike threat and cancellation of our contract extension this Friday, many associates have asked about their right to continue working in the event of a strike. Here are the facts:

- ACME will be open for business and continue to serve its customers during a strike.
- You have a legally protected right to continue working at any one of our Local 1360-covered stores (and continue receiving your normal wages, health and other benefits) during a strike.
- Local 1360 cannot legally ask or force ACME to fire associates who choose to work.
- Local 1360 cannot legally try to threaten or coerce associates who choose to work.
- Local 1360 cannot fine or attempt to fine those associates who have resigned their union membership before coming to work during a strike.

If you want to resign your membership, all you have to do is send a certified letter to Local 1360 that states: "I hereby resign my membership in UFCW Local 1360 effective [insert date]." The resignation would be effective at 12:01 a.m. the following day. You can also hand-deliver the letter (make sure to keep a copy) to the union's offices or to any union official. In that case, resignation is effective immediately.

Remember that Local 1360 must continue to represent you fairly – during and after a strike – no matter what you decide. You would be covered by any contract that is reached and you wouldn't lose any wages, benefits, seniority etc., under that contract, even if you resign your membership

Also remember that you don't have to resign your membership status to continue working during a strike. The choice is yours and will be respected.