



## REMSA Truth Pledge

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The decision to join or not join a union is one of the most important work decisions you may face. The choice you make will impact you, your family and all of your co-workers. That's why it is important that you learn the facts and know the truth **before** you decide how to vote.

Between now and the election you will hear many claims from the union, employees supporting the union, and other outside groups supporting the union that may conflict with information given to you by your managers. The union may even claim that our management is directly lying to you.

### Here's our Pledge to you:



- 1.** During this union campaign, we promise that your managers and our organization's leadership will not lie to you.
- 2.** There will be no retaliation based upon the position an employee takes against or for the union. (Of course, we will continue to enforce our policies, work rules and procedures as we have before the union began trying to organize this organization.)
- 3.** REMSA will respect employees' rights:
  - To join or not the union.
  - To vote NO or Yes in the union election.
  - To support or oppose joining the union campaign.

Signed 

Paul Burton, Director, Ground Operations

Date 10/21/2020

Signed 

Dean Dow, President & Chief Executive Officer

Date 10/21/2020