



Q&A

Jan.
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ANSWERS TO RECENTLY ASKED QUESTIONS

- **Who would be part of the union here at SYGMA Northern California?**

If the union wins the election, **ALL warehouse clerks, selectors, receivers, inventory control clerks, and sanitation associates** will be represented by the union, whether you voted for or against the union.

- **If I am off work on a LOA or on disability, will I still owe dues?**

Yes.

- **How often does the union raise dues?**

The union can raise dues at any time consistent with its by-laws. Your **dues will automatically increase** every time you get a raise.

- **Are there other SYGMA warehouses that are unionized?**

Yes. SYGMA Columbus, SYGMA Detroit, SYGMA Kansas City, and SYGMA Southern California have unionized warehouses. Keep in mind, that's only 4 warehouses out of 15 total SYGMA sites.

73% of SYGMA warehouses have chosen to remain union free and maintain their direct working relationship with management!

- **If we don't go with the union, can you fix the problems we have?**

SYGMA is legally prohibited from answering this question. However, we ask that you look at the wage increases and benefits you have received. **Competitive wages and benefits have been provided, and you did not need a union to get those.** When issues have been raised in the past, we have worked together to resolve them.

Get the Facts Before You Decide!