

YOU HAVE THE RIGHT TO BE TREATED WITH RESPECT

It has come to our attention that several of you have experienced intimidation and possible harassment from the union and its supporters. Keep this in mind:

- It is **ILLEGAL** for the union to harass you in exercising your right to receive information or vote **NO**.
- **SYGMA has Harassment-Free and Violence-Free Workplace Policies and a Code of Conduct** that we expect all colleagues to follow.

None of us want to work in an atmosphere where we are afraid to speak our minds because the union or its supporters don't like what we say or think. **The best way to end this harassment is to VOTE NO.**

If you believe you are being harassed or coerced, you should feel free to call the local office of the National Labor Relations Board at (510) 671-3046.

You can also contact your SYGMA Northern California Human Resources representative.

VOTE FOR RESPECT

VOTE NO!