

Collective Bargaining Continued...

Every Muddy has the right to make an informed decision about whether they want the UFCW to represent them in the workplace, without intimidation or false promises. Mud Bay is legally obligated by federal law to stick only to the facts, while the UFCW can make any promises that appeal to Muddies.

The UFCW may have made claims about what Muddies can expect as part of collective bargaining, including input in decisions about changes to store operations, store policies, or strategy, but **some of these promises cover rights that unions often agree belong exclusively to a company**. These powers are retained by a company in a contract clause called "management rights."

What are management rights?

A "management rights" clause is typically included in UFCW contracts and lists the **decisions an employer can make on their own without needing to ask or bargain with the union**. These decisions can include:

Scheduling

Deciding work hours, shifts and productivity expectations

Operations

Setting performance standards and organizing workflows

Work Rules

Setting safety, dress code and conduct policies

Downtown Dog Lounge UFCW Contract: Management Rights

The UFCW's contract with Downtown Dog Lounge in Seattle, states that the company retains the rights to:

Manage and direct the workforce

Relieve employees from duty because of lack of work

Require reasonable overtime

Establish standards of performance and staffing requirements

Promulgate rules, regulations and personnel policies

What does this mean for Muddies?

A union contract would not mean that Mud Bay would agree in bargaining to give the UFCW a say over its core business policies and operations.

If something sounds too good to be true, it probably is, and **you have the right to ask the UFCW to put their promises in writing**.

¹ Agreement by and between UFCW 3000 and Downtown Dog Lounge, LLC, effective: 4/26/24 - 5/1/2026

Remember to VOTE September 9, 10 or 12

Visit **MudBayUnionInfo.com** regularly to get the information you need to make this very important decision.

