



Union Outreach and Your Privacy

As part of the union election process, **Mud Bay is required by law to turn over your contact information to the United Food and Commercial Workers**, including your personal cell phone number, home phone, and home address. Mud Bay would not provide this information to an external party unless required by law to do so.

Unions often use this information to try to connect with employees directly in order to influence them, which can result in unwelcome intrusions including text messages, phone calls, personal emails and even unsolicited home visits from union organizers.

You have the right to ask the union to remove you from their contact list and/or explicitly request that they do not contact you or your family:

- At home
- By phone and/or text (you can choose to block calls and texts)
- During or outside of work hours

Under the law, Mud Bay cannot make privacy requests to the union on your behalf, but we can provide you with a message you can use in responding to the UFCW. If the outreach persists, you may contact the NLRB at 1-844-762-NLRB.

To: [NAME], Organizer, UFCW

Hello [NAME],

Please remove my name and contact information from any list you have of Mud Bay employees as part of your organizing efforts. Please don't call, text or email me or my family, don't mail me anything, and don't visit my home or send representatives to speak to me.

Remember to VOTE September 9, 10 or 12

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

