



What Matters Most to You?

For nearly 40 years, Muddies have worked together to build a company that contributes to the health of dogs and cats and creates good jobs in our communities.

We’ve listened to what Muddies say matters to them and together we’ve made a lot of improvements. One area we know is especially important to Muddies is Paid Time Off — the time to relax, recharge, take care of yourself and enjoy life.

And while no one can guarantee what benefits Muddies would have in a contract with the UFCW, we do know that **the benefits Mud Bay offers** are quite competitive compared to other pet retailers and are currently **significantly better than the benefits offered to the UFCW-represented employees** at the Downtown Dog Lounge:

		
Benefit		
Paid Time-Off	Must be employed for 90 days to use PTO	No waiting period to use PTO earned
	Carryover capped at 56 hours per year	Unlimited carryover
Sick Time	Must be employed 30 days to use Sick Time	No waiting period to use PTO earned
	1 hour notice prior to start time or forfeit the day	5 minute notification after the start time and no forfeiture for timeliness of notice
Pet Bereavement	PTO for dogs-ONLY	PTO for death of any pet
Breaks	10 minutes	15 minutes

Compare the UFCW’s promises to what they have actually achieved in a comparable retail setting in Seattle.

Remember to VOTE on September 9, 10 or 12

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

