

# **NOTICE TO EMPLOYEES CONCERNING THE UNION'S LOTTERY OF PROMISES AND WHAT TO EXPECT FROM THE UNION DURING THE ELECTION**

As the election proceeds with 7-11 Materials (Company) and the OE Local 3 (Union) with the NLRB to July 14, 2026, from 7am-8am to determine if you want to be represented by the Union, the Union will be thinking of ways to convince you to vote "YES" in the election about their Lottery of FALSE promises. In fact, get the Union to SIGN a GUARANTEE in writing that they can increase your wages and benefits. The Company believes they cannot make any guarantees except that you will pay for their "\$200,000" salaries with your dues of approximately \$136 per month. During the election, you can EXPECT to hear from the Union regarding the following types of activity:

1. Home telephone calls.
2. Union agents visiting your home.
3. Group meetings at an restaurant, the Union Hall or other place.
4. Contacting you at your job by telephone calls or in person.
5. FALSE PROMISES and LIES by the Union of increased wages and benefits.
6. Peer pressure from our employees to vote for the Union.
7. Showing you contracts from other companies making a promise that you can have the same contract.
8. Stating there will be no strikes at our Company because the Union would rather negotiate than strike.
9. No payment of dues until a contract is negotiated.
10. Waiver of initiation fees.
11. The Union will tell you to speak to other employees at other Union facilities to join the Union.

**PLEASE DON'T FALL FOR THE UNION'S PRESSURE TACTICS AND FALSE PROMISES.** The Company believes you have the right to either join or not join the Union. It is a free country. But the Company does not think we need a Union at our Company. The Company understands your jobs and your families far better than a union ever would. The Company wants to provide you the best wages and benefits it can as it has in the past. We hope you agree to vote "NO" against the Union.

**FROM THE MANAGEMENT OF 7-11 MATERIALS, INC.**

## **VOTE NO AGAINST THE UNION ON JULY 14, 2025, ELECTION DAY**

