

WHAT IS A UNION AUTHORIZATION CARD?

Our union, an independent union. One created by us and for us. We must sign union authorization cards and vote yes to authorize our union. What are these cards exactly? You may hear misleading things about this. There are people who have been retained by Ascend to try to convince you not to sign.

This is us authorizing ourselves to negotiate and bargain for ourselves.

This is not some 'third party'. This isn't someone else coming in to take control or take your rights away. This is you speaking up for yourself and your coworkers.

What will the authorization card be used for?

The only reason for the card is to determine sufficient interest from the employees in seeking collective bargaining with the employer.

Will Ascend see my signed card with my name?

No, if Ascend agrees to a card check, then a neutral, third party will check the cards compared to a listing of employees provided by the employer.

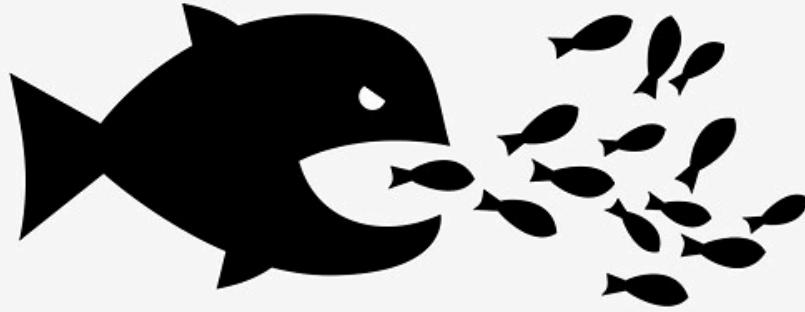
I don't want to authorize our union.

We don't want anyone to sign cards that they don't want to.

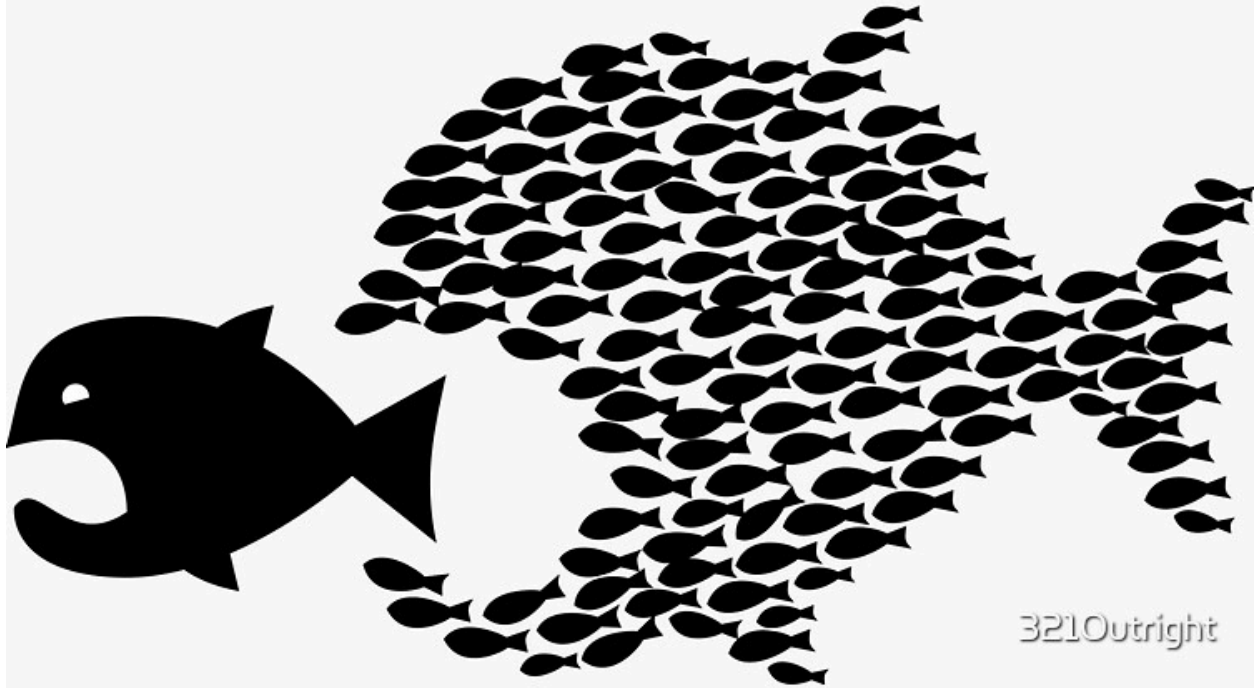
In addition, you are being told this is not something to be signed 'just to support a cause' or 'just to get an election.' This is **TRUE**. You are signing on to authorize us to speak for ourselves and collectively bargain for better wages, PTO, benefits, sick leave, job protections from unfair punishment or termination, and more.

We know many of us are struggling financially when this company can afford to pay more. We know many of us have families we don't spend much time with due to the low PTO we are offered. We know people are forced to come to work sick since our PTO is low and we have no sick leave. We know that other workplaces under Ascend have negotiated contracts that do better at these things. So can we.

It's not *THE UNION*. It's **OUR UNION!**



ORGANIZE!



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